

TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

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151

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70

Hoffa Hailed at Container Conference

LOS ANGELES — The ability, knowledge and integrity of General President James R. Hoffa were praised at a conference of the Containerization Institute, Inc., here last month.

Joining in a tribute to Hoffa for the part he could play in settling the container cargo handling problem if he were permitted to come to the West Coast were Western Conference Director Einar Mohn, Harry Bridges, International Longshoremen's & Warehousemen's Union president, and Harold F. Hammond of Washington, D.C., president of the Transportation Association of America.

THEY SPOKE in response to a

"why" question from one of the many transportation executives from all parts of the nation attending the two-day session.

This was prompted by Bridges' statement in his address that:

"We are confident that if Teamster President James Hoffa were let out of prison, to which he should have never been sent in the first place, we and the Teamsters would be in better shape to mutually work out our joint problems."

"Whatever you might have heard or believe about Jimmie Hoffa, in the field of freight and the distribution of freight across this country, I don't think any other indi-

vidual had the understanding and the knowledge of that industry that he had," Mohn commented.

"It was just amazing that he could put his finger on the centers across the country that were the real nerve centers of distribution.

HE RECALLED that Hoffa sat in with Bridges on negotiations that resulted in establishing the warehouse industry working agreement with the ILWU and setting up a coast-wide committee to resolve jurisdictional disputes.

Referring to current committee meetings on the container issue, Mohn said: "He was the one man from the very beginning who sat in

and worked out, sometimes under very difficult conditions with his own people, some of these problems, and his knowledge and the people's understanding that he had the knowledge of some of these problems, I think could and would make a lot of difference if he was available at the present time."

"I don't think there is anyone in the industry who has the same knowledge and can apply the expertise about trucking," Bridges said.

Hammond said that when trucking leaders negotiated with Hoffa "they could expect a fair deal and he'll stick to his word."

Local 980 Challenges Election

FORT BRAGG — By the narrow margin of five votes, Local 980 lost a National Labor Relations Board election among employees of the Union Lumber Co. but there are prospects of another election being held because of irregularities.

"If the NLRB rules on one of the several voting infractions, there will be a re-run and the results should be in our favor," Local 980 Secretary-Treasurer Stan Maxwell commented.

THE FINAL TALLY showed 424 votes for the Union and 429 for "no union." About 920 employees were eligible to vote.

The Local with the assistance of several Bay Area Local officials, Joint Council 7 and representatives of TEAM took part in an all-out organizing drive to represent the employees of Union Lumber, a recently-acquired plant of the Boise Cascade Conglomerate.

Maxwell and Local 890 Organizer Ken Gilles praised the work of the many officials from other locals who went from door to door soliciting votes for the Union. Maxwell gave special credit to Local 856 President Ben Leal, Local 853 Business Agent Manuel Cordinez and TEAM Representatives Deke DeCosta and Ralph Cottner.

"THE CAMPAIGN was conducted in a Company Town atmosphere," Maxwell explained, "and the reason for the company vote is many people do not realize that they are now only a number in a huge conglomerate while the Union Lumber Co. has become only a name."

"The Local has challenged the vote because of several infractions. The principle reason was that one shift, (graveyard), was not notified of the election date."

"Their vote could reverse the final outcome."

Maxwell and Joint Council 7 Attorney Duane Beeson are presenting the Local's charges before the NLRB.

Organizing Gains in Sparks

By Joint Council 38 Representative Joe Morrill

SPARKS, Nev.—In face of every conceivable employers' obstacle to stop unionizing the huge Sparks industrial area, a special two-man organizing team from Joint Council 38 and Local 533 officials are making progress.

The organizing effort initiated by International Vice President George Mock has resulted in a two-to-one

NLRB victory at Rexall Drug Co. warehouse (distributors for the 11 western states), a pending election at the Western Publishing Co. and another at W. L. Platt Co., Inc.

A CONTRACT has been negotiated at Diamond National and an organizing program is in progress at the Kresge Warehouse.

Attempting to forestall the organizing victory, the Rexal Corp. has filed unfair labor charges. At

the W. L. Platt Co. two men were fired for attending a union meeting but were reinstated on action by the Union. Each action was interpreted as a delaying tactic.

Despite these and other actions of the employer groups, organizing by Joint Council 38 will continue, Mock said. The area is a constant threat to organized teamsters in Northern California.

"There is a constant movement of major firms to the Sparks and Las Vegas areas, building distribution warehouses that can serve the 11 Western states with overnight deliveries.

"Add this service with no taxes, a 'right-to-work' law and warehouses wages of \$2 to \$2.50 per hour and all together it is an attractive package for profit-hungry corporations.

"FOR THESE REASONS Joint Council 38 will continue to organize the area and get comparable wages and conditions with other areas. This alone may discourage some firms from making the same move."

"The progress to date is only a scratch on the surface," said Local 533 Secretary-Treasurer Hugo Wag-

—Continued on Page 3

Christmas 1969

In this year of doubts, fears and strife at home and throughout the world, officers of Joint Councils 7 and 38 and The Northern California Teamster join in reiterating that original Christmas message of nearly two thousand years ago:

**PEACE on Earth,
GOOD WILL to All Men.**

International Vice Presidents Joseph Diviny and George Mock

Fitzsimmons Here for Freight Pact

BURLINGAME — Forthcoming negotiations for a new Master Freight Agreement were discussed by General Vice President Frank Fitzsimmons at a meeting with delegates from locals affiliated with Joint Councils 7 in the Bay Area and 28 in Seattle.

Participants included Vice Presidents Joseph Diviny and Einar Mohn, Organizers Jack Goldberger, George King, Peter Andrade and Rudy Tham, Local 85 Secretary Tim Richardson, Local 70 Secretary Al Lieshman.

Fitzsimmons said that locals in Joint Council 7 could negotiate with the California Trucking Association language changes and conditions of the council's Supplemental Agreement.

Also, he said, the supplement would receive all wages, holidays, vacations, sick leave, health and wel-

fare and pension benefits negotiated in the Master Agreement.

The current agreement expires March 31. Voting on the new contract will be on an overall tally.

Proposals from Northern California locals who are parties to the

Container Talks Continue

SAN FRANCISCO — Teamster and International Longshoremen's & Warehousemen's Union committees are continuing efforts to solve the West Coast cargo container problem, with reports of some progress.

Western Conference Director Einar Mohn told reporters at Los Angeles containerization conference that the "area of conflict has been substantially reduced."

Both he and ILWU President Harry Bridges expressed confi-

dence that the two unions could resolve the issue by agreement.

Mohn told the conference that he thought there "will maybe be three of four ports on the coast" where the container operation will be "anything in the way of a large operation."

But he warned employers that "the trucking industry is going to be a pretty important cog in this whole operation . . . and we think we're going to be a pretty important part of this new development that you call containerization."

Nominations, Elections

International Constitution
Adopted July 3, 1961

The following applies to all nominations and elections of Teamster Locals:

To be eligible to nominate, a member must have his dues paid up on or before the last business day of the month prior to the nomination meeting. Article X Sec. (5c).

To be eligible for any office a member must be in continuous good standing in the Local in which he is a member and in which he is seeking office, for a period of twenty-four (24) consecutive months prior to nomination for said office. "Continuous good standing" means compliance with the provisions of Article X, Section 5 concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruption in active membership in the Local for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines. A member, to be eligible for election to any office in the Local Union must have attended a minimum number of the regular or divisional meetings of the Local Union, but not to exceed fifty per cent (50%), during the twenty-four (24) consecutive months prior to nomination. Article II, Section 4 (a) (1).

Article II, Section (g) International Constitution. Elected Officers of the International Union, Local Unions and other subordinate Bodies shall be delegates to other subordinate bodies, Conventions of the International Brotherhood of Teamsters and all other Conventions by virtue of their office and in accordance with applicable provisions of this Constitution and the By-Laws of such other subordinate bodies.

Article III, Section 5 . . . (a) (1.). All Officers and business agents elected in accordance with Article XXI shall by virtue of such election be delegates to any International Convention which may take place during their term of office.

Local 350

San Francisco

Election of officers for Local 350 will be held Jan. 8, 1970, Union Hall, 1139 Mission St., San Francisco. Polls will be open from 8 a.m. to 8 p.m.

Local 78

Oakland

Nominations of officers for Local 78 will be held Monday, Dec. 22, at 8 p.m., Union Hall, 8055 Collins Drive, Oakland. Officers to be nominated are President, Vice President, Secretary-Treasurer, Recording Secretary and Three Trustees.

Election of Officers will be held Jan. 26, 1970, Union Office, 8055 Collins Drive, Oakland. Polls open 8 a.m. to 8 p.m.

Local 856

San Francisco

Nominations of officers for Local 856 will be held Tuesday, Dec. 30, at 8 p.m., Del Webb TowneHouse (Civic Center Room), 8th and Market Streets, San Francisco. Officers to be elected are President, Vice President, Secretary-Treasurer, Recording Secretary and Three Trustees.

Election will be held Tuesday, Jan. 27, 1970, Del Webb TowneHouse (Civic Center Room), 8th and Market Streets, San Francisco.

Local 12

San Francisco

Election of officers for Local 12 will be held Friday, Dec. 19, at Union Office, 1038 Valencia St., San Francisco. Polls will be open 7 a.m. to 8 p.m.

Local 684

Eureka

Election of officers for Local 684 will take place at the regular meeting of the Union, Tuesday, Jan. 13, 1970 as a regular order of business.

Absentee ballots will be available to all members in good standing commencing 8 a.m. Dec. 15, 1969, until 5 p.m., Jan. 13, 1970, at the main office of the Union, 2806 Broadway, Eureka, California 95501, or by mail addressed to P.O. Box 684, Eureka, California, 95501.

New Home for 3 Locals

SAN FRANCISCO . . . Three San Francisco Locals are now located in their new headquarters at 459 Fulton St.

Local 85 was the first to move from their old headquarters on Channell St. to the Fulton St. address. The building was built for Local 85 replacing the original office on Bryant which was destroyed by fire.

Local 888, the Beer Drivers Local, was the next local to move to Fulton St. with Local 856, Office Workers, after a delay because of alterations, moving the latter part of November.

The three Locals are now doing business in their office near San Francisco's City Hall with no change in their telephones except for Local 856 whose new number is now 863-7607.

The mailing zip code for all three Locals is now 94102.

East Bay Solicitors

OAKLAND—A warning was issued by Joint Council 7 to all trucking firms and businesses that the Council is not sponsoring a so-called East Bay Teamster's affair.

It has come to the Council's attention that soliciting has been widespread and the solicitors claim it is sponsored by the East Bay Teamsters.

The Teamster's Union does not accept newspaper ads or solicit funds from employer or business interests. An individual local may sponsor an affair for its own members but an organization of the Teamsters such as the Joint Council or East Bay Teamsters does not solicit funds.

New Address

For Local 278

Local 278 has moved to new location. The new address 4752 Mission St., San Francisco. Telephone Number 334-9770.

Local 241

Meeting Notice

At the January 27, 1970 general meeting the members will vote on the recommendation of a dues increase. The meeting will be held at the Chauffeurs Hall, 1269 Howard Street, San Francisco at 7:30 p.m.



SAN FRANCISCO . . . the new offices of Locals 85, 888 and 856, a thoroughly modern building in the center of San Francisco, with Freeway accessibility and located a few blocks away from San Francisco's city hall, is a distinct improvement over the Locals' former headquarters.

Eddie Dennis Retires Jan. 1

Edward J. "Eddie" Dennis, President of Milk Drivers and Dairy Employees Union Local 226, will retire on January 1 after 23 years as President.

During these many years Local 226 has made great strides forward in regards to wages and fringe benefits including sick benefits which cover employees 100% of wages for six months of illness and half pay for the following six months.

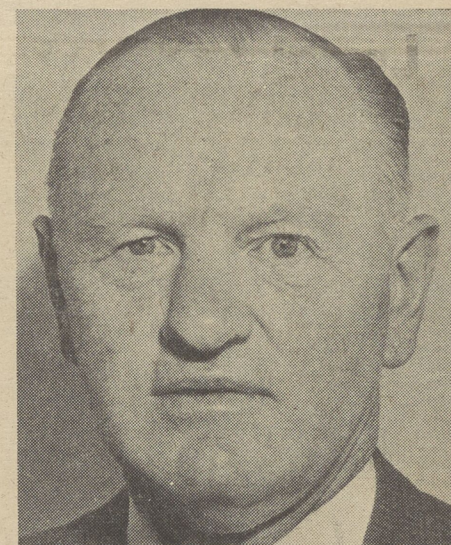
Eddie stated, "I sincerely recommend early retirement whenever feasible."

In conjunction with being a labor official, Dennis also is completing his twentieth year as a Daly City Councilman and served one term as Mayor of his native city.

Vice President George Watson also announced his retirement on January 1.

Replacing Dennis as President of the Local will be John D. Sweeney

former Business Representative, Rodney Simons was appointed Vice President and August Duesdieker will serve as Business Agent.



Eddie Dennis

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

SAN FRANCISCO
Light Soda on Tap
625 Chenery Street
San Francisco Ambulance Service
2310 Post Street
Upholstery Supply
2285 Revere Street
Currian's Chapel of the Sunset
2552 Irving Street
Rocket Messenger Service
736 Folsom Street
Mosaic Tile Co.
1736 Fitzgerald St.
Smith Corona
Marchant Corp.
W. W. Grainger Co.
519 Portrero
Aero Special
Delivery Service
247 Stewart St.
Mail Delivery Service
EAST BAY
Luxury Cab Co., Oakland
Checker Cab Co.
City Cab
Associated Cabs
Reliable Cab Co.
Country Maid
Creamery Products

Daily Review
Smiser Freight Services
Jess C. Spencer Mortuary
Chapel of the Valley
Mortuary, Castro Val.
Patron Service, Berkeley
Town and Country
Cleaners, Hayward
Porters Vending Service
of Richmond
Duke's Catering
Grand Catering
Golden West Catering
Tom's Lunch
Golden West
Lou's Lunch
Union Lunch
Red's Lunch
MODESTO - MERCED
Pepsi-Cola
MONTEREY
Pyramid Van & Storage
SONOMA
Groskup-Weider
Trucking Co.
1761 Denmark Street
NEWARK
Gerrard Tire Co.

SACRAMENTO
Courtesy Cab
Coca-Cola
Pepsi-Cola
Seven-Up
Capital Plywood
Super Tread Tire Co.
850 Riske Lane
Broadway Tire Service
Broadway and
Alhambra Blvd.
Coit Draperies
Hires Bottling
Pixie Bread
Pop Pies
Party Pies
Canada Dry Products
Booster Bread
PENINSULA
Hoffman Bros., Frozen
Foods
San Bruno
Parts Exchange (Partex)
So. San Francisco
Crown Imports Co., Inc.
1336 San Mateo
Ave., So. S.F.
Coit Drapery Cleaners
Burlingame

SANTA CLARA COUNTY
Pie Pops
Campbell
All Jersey
Pixie and Boster
Bread Co.
Tire Outlet
Cupertino Auto &
Truck Parts
Brentwood Farms
General Appliance Co.
1785 Alum Rock Ave.
San Jose
Discount Furniture Co.
82 E. Santa Clara St.
Global Moving & Storage
1315 No. 10th St.
San Jose
Fernstrom Moving &
Storage
1020 Bayshore
Highway, Santa Clara
General Tire Co.
Able Label Tire Co.,
"d-b-a" Emporium
Tire Center
American Auto Parts
Young Auto Parts

VALLEJO
Knight's Lumber
BENICIA
Lutz Tire Co.
EUREKA
Humboldt Fir Co., Inc.
Hoopa
Yreka Western Limousine
formerly Mendenhall
Eureka City Jitney Service
VISALIA
"Towne House" (Olives)
"Springfield" (Potatoes)
"S&W" (Olives)
SANGER
Glacier Packing Corp.
YOUNTVILLE
Kenyon Building Supply
Napa
Heinke and Dybdahl
Building Supply
STATEWIDE
Kennedy Enterprise
M. & M. Bus Co.,
California Sight-
seeing Tours
Klasco Products
Senor Foods
LOS ANGELES
Louis Plakos Trucking Co.
1307 East Eight Ave.

Hospital Costs

SAN FRANCISCO—"San Francisco now has the sorry honor of being the most expensive place in California to get sick."

This sorry fact of life was cited by Thomas G. Moore, Jr., executive director of California Council for Health Plan Alternatives, in challenging the contention of San Francisco hospital administrators that decent wages are the cause of soaring hospital costs.

THESE ADMINISTRATORS last month blamed the \$12 to \$15 daily increases in room rates on a new 20-month contract which gives Hospital and Institutional Workers Local 250 members employed by 11 hospitals a 60-cent hourly pay raise plus 23 cents an hour fringe benefits.

The agreement averted a strike. The room rate raise will boost total daily hospital costs to \$112 to \$115 when x-ray and other charges are added.

"These hospitals should be compelled to justify their increases in a public hearing where consumer groups have an opportunity to question hospital rate structures," Moore declared.

THE CALIFORNIA Council for Health Plan Alternatives is an organization of Teamster, AFL-CIO, the International Longshoremen's & Warehousemen's Union and other unions seeking to reduce health care costs for organized labor. Western Conference of Teamsters Director Einar Mohn is chairman of the council, formed about four years ago.

Labor unions are the largest group in health care plans and the costs—whether or not paid by employer contributions—ultimately come out of working men's pockets.

"The general public has no way of knowing whether increased medical costs can be justifiably blamed on wages, or whether, as we suspect, high costs result directly from wasteful and inefficient hospital and physician practices," Moore commented.

"There is no direct dollar to dollar relationship between wage costs and hospital rates. In fact, the Commission on Administrative Services to Hospitals reported last month that salary costs were not the major element in hospital price increases . . .

"**THE PUBLIC** has been led to believe that increased hospital costs are directly related to increased wages. That is a piece of fiction, concealing the fact that the hospital industry is poorly organized, wasteful and uneven in terms of quality. And it will continue to be so until they feel public pressure for reform."

Moore pointed out that hospitals are "a non-competitive industry, unregulated by public agencies, without supervision as to quality, and paid on a cost-plus basis."

He made it plain the council has no quarrel with the just demands of hospital workers for living wages and "we do not intend to have our medical care subsidized by poor pay and poor working conditions."

"But," he emphasized, "we do object strongly to being told by hospital administrators that we must pump more and more money into an industry that shows no concern for holding the line on costs."

"No other industry essential to our lives is allowed to operate without public accountability," he declared.



OAKLAND . . . Retiring Secretary-Treasurer Frank Romero was a witness as International Organizer and Director of the Western Cannery Division Pete Andrade installed the newly elected officers of Local 750. Left to right are trustee Charles Inzerella, Trustee and Business Agent Francis Cagil, former president and now Secretary-Treasurer Freddy Sanchez, Recording Secretary Helen Taveras, Vice President George Gow, President Les Boden, Trustee Henry Romero, Andrade and Frank Romero.

Nevada Organizing

Continued from Page 1—

ner," considering the fast growing industrial complex, but it is progress."

"The two Joint Council 38 organizers, Jim Smith and Al Genete, working closely with Local 533's officials are on the organizing trail day and night," Mock reported.

"It is an endless job but considering the constant threat the area is to unionized labor, it is a job that must be done."

"**THE SAME SITUATION** is building in the southern part of Nevada. In addition to warehouse complex, there are indicated plans

of a huge air freight container terminal that will handle air shipments to and from the Far East.

"These are areas with unlimited space for expansion, adequate free-ways in all directions plus, "no tax problems and a right-to-work law—all this and computers that forward the warehouse orders immediately.

"This is called progress to some but to teamsters in the Bay Area, Sacramento and other California cities it is a loss of jobs.

"In face of such progress which benefits only the corporations and the stockholders, we need a united labor front and a continual organizing program."

Local 665 Vote Dues Increase

SAN FRANCISCO—Members of Local 665 voted by a substantial majority by mail referendum to raise their dues.

"The gratifying aspect of the vote," said Local 665 President Joe Brennfleck, "was the number of members who participated in the mail ballot.

"It is a vote of confidence for the officers to continue with the union's program and prepare for the tough days ahead in 1970."

The vote was supervised by State

Conciliator Joe Anderson.

The mail ballot was a first for the local, which represents garage and service station employees of San Francisco and the Peninsula.

"In these days of a constant increase in the cost of living, the members indicated by their participation that their Union is an important part of their lives, and we the officers intend to respect their confidence," Brennfleck commented.

Local 856 Celebrates - "20th Year

SAN FRANCISCO—As America witnessed the successful Apollo 11 mission to the moon, Teamsters' office workers Local 856 celebrated its 20th anniversary.

In observance of both events, the local has had a special medallion cast which, on one side is a special tribute to the first moon landing and on the opposite side recognition of Local 856's anniversary. Each member will receive the souvenir which can be used as a key chain or a medallion for the women members.

TWENTY YEARS ago Joint Council reluctantly asked the International for a charter to organize



Rudy Tham

the growing white collar working force in the Bay area. Many union officers felt that the office workers were by and large an apathetic, anti-Union group too close to management.

But, as Local 856 Secretary Rudy Tham said in a report to the members, one very important individual, unlike the skeptics, had foresight in 1949,

which proved to be true in 1956: namely that the number of white collar workers would surpass the number of blue collar workers in the United States and the labor movement had better recognize that salient fact. That important individual, Tham reported, was Joint Council 7 President Joe Diviny.

Tham pointed out: "It was Diviny who conceived the idea of having a Bay Area Teamster Local Union for office employees, and it was he who asked me to leave as an organizer for Local 278 and accept the charter of Local 856—a new local which did not have a single member."

WITH THE THEME "Align yourselves with the Teamster driver. This is where your bargaining strength lies," Tham, working out of Diviny's office, completed one successful contract after another in the freight industry.

From the freight industry Local 856 expanded its jurisdiction to other industries. At that time the vending industry was young but growing. Local 856 formed the Music, Amusement and Vending Machine Operators Division of the Local.

In 1953 Local 856 had a member-

ship of exactly 546 members. Today there are now about 5000 members working at over 500 locations throughout the entire Bay Area.

TODAY LOCAL 856, as the report showed, represents front desk and office employees of the San Francisco hotel industry, registered nurses at Laguna Honda Hospital, about 300 members working in Chinatown's various industries.

In other words the membership ranges from men who manufacture wall paper to the animal keepers at the San Francisco Zoo; from registered nurses at Laguna Honda Hospital to office clerical employees in numerous industries; from desk clerks to hotel maids; from car rental agencies to cargo handlers at helicopter ports; from export-import firms in Chinatown to custodians in San Leandro school district.

And as Tham reported, the local will answer all calls for help and continue on with organizing.

"White collar workers, can only uphold their dignity and distinction in this inflationary economic spiral by solidifying themselves and becoming members of a strong international union," Tham declared.

Boycott GE Products

WASHINGTON, (PAI) — The determination of organized labor to win the battle against "Boulwarism" at General Electric has been dramatized by announcement of a nation-wide labor boycott of GE products.

AFL-CIO President George Meany, who is chairman of the AFL-CIO Coordinated Bargaining Committee for GE, made the announcement. He made opening of the boycott contingent on whether

a satisfactory settlement of the strike had been reached by Friday, November 28.

Yet, "No," was the only response of GE when the union committee of the International Union of Electrical Workers met in New York City with GE negotiators and sought to make some progress in the stalled talks.

The IUE Coordinated Committee, which includes representatives of 12 other unions involved in the three week old strike, presented 40 items for discussion. GE said, "No," to 37 of them and agreed to refer three to a subcommittee.

Otherwise it was the same old "Boulware" take-it-or-leave-it story of the corporation whose own proposals have already been rejected by union negotiators. Company negotiators did say that they had a counter-offer, but when pressed repeatedly to put it on the table, they backtracked. In the face of this attitude, the union negotiators charged that the company was deliberately trying to prolong the strike.

Recession?

ANN ARBOR, Mich.—A recession with sizeable unemployment is a greater threat at present than inflation in the opinion of University of Michigan economist George Katona, who calls for a reversal of the government's tight-money policy.

Addressing the 17th annual Conference on the Economic Outlook Friday at the University, Prof. Katona also predicted that a recent decline in consumer sentiment, revealed in his Survey Research Center studies, probably would contribute to a drop of 5 to 10 percent in 1970 new car sales.

News from Local 150

PETE GUIDERA a long time member of the local and a familiar face in the potato chip business is back on the job after a brief stay in the hospital for an operation. PETE comes from that well known GUIDERA family of golfers.

BILL BAILEY from Nalt. Hdwe. took advantage of the automobile discount plan and saved himself a lot of dough when he purchased a new Mustang here lately.

WE CERTAINLY EXTEND to those of you who have members of your family serving in the Armed Forces and who won't be with you these holidays, a speedy reunion with your loved ones.

THE BOYS in the parcel delivery and liquor division are going full tilt at this time of the year with every one doing their Christmas shopping and like we said before make sure you tell the lady of the house to have her purchase delivered whenever possible.

ONE OF THE OLD work horses at Merchants Express is none other than **CHRIS BENENATO** who has served on more committees probably more than any one else. CRIS was always willing to get in and help out on any fund raising drive or any thing else that was a helpful cause. A few years back CRIS was very active in the Sacramento County Baseball League. One thing for sure and that is if any one ever needed some one to run a successful doings or affair I'm sure that you can always count on CRIS to lend a helping hand.

DURING OCTOBER the cost-of-living continued to climb, going up four-tenths of a percent to a new record high Consumer Price Index of 129.8 per cent. On top of that and largely as a result of it, came a significant drop in the buying power of the average worker. One note of slight optimism in the Labor Departments report for October showed a leveling off in the rate of increase in living cost. During the first three months of the year the rate of increase was in the 6 to 7 tenths level. During the

ARTHUR VAUGHT of Monarch Foods is back on the job after a long siege with the miseries. . . .

second quarter the rate dropped to the 5 to 6 tenths level. It ran at the 4 and 5 tenths level for the third quarter. On an annual basis living cost have gone up 5.6 percent above a year ago.

Unknown Hero

Local 70 Business Agent Ted Kaufman reports that brother members Bill Ault and Dave Stillings owe their lives to an unidentified man who came to their rescue when they were involved in a recent accident.

A woman's swerving car caused the accident in which these two men were involved, and the Breuner's truck in which they were riding crashed with such an impact that it burst into flames and rendered both driver and helper unconscious. Witnesses related how this unknown man jumped over a fence, breaking his arm in doing so, and made his way to the flaming wreckage. Despite the handicap of his newly broken arm, he

WITH THE nearing of completion of the K St. Mall there are many of our members who have the uptown section to perform work in and from all indications it has been a real hassle during these months where there is no street to make the deliveries from and the freight has to be hand-trucked a country mile as one driver puts it, up and down wooden sidewalks and over piles of dirt and every other obstacle you could think of. Not all of the stores along K St. have the alley entrances so you can see our guys have been having problems. . . .

OUR BLOOD BANK supply is very low and we are requesting that if any of you can donate a pint of blood please call the office and make an appointment. . . .

DID YOU KNOW that as early as 1893 a fellow filed for a patent on seat belts and in 1907 they were standard equipment on the Thomas Flyer. How about that!

From

The Land of Tall Trees

by Sal Burke

Not in a sense of duty, but with a sincere wish for the Merriest Christmas holiday season to all our members and their families, we bring you this December column from the North Woods of California.

We extend the Merry Christmas Greetings to all of our friends, wherever they may be. The people who have given a helping hand and a kind hello during the year fast drawing to a close. We again repeat Merry Christmas, Peace on Earth to All Men of Good Will to our friends, and members of the great International Brotherhood of Teamsters throughout the World.

Sal Burke

I WANT to again repeat that the Christmas season is real timely to give Thanks. Give Thanks for all that we have found and enjoyed during the past year. Give Thanks for our health, our wealth, our blessings that come to us in many ways. Look back over the past twelve months and give yourself a fair and honest appraisal. Did you shirk a duty? Did you extend a helping hand to those less fortunate? Did you turn your back upon

something that you should have faced squarely? Did you share your love with those close and dear to you? Do you measure up to your own standard of just how tall you should stand? Your own sincere and honest answers lacking, then resolve to dedicate yourself in the coming twelve months as you may meet Christmas 1970 with a full heart and Peace On Earth to all Men of Good Will.

NOVEMBER 13, 1969 saw a favorable consummation to the Newspaper (Humboldt Newspaper Inc.) Agreements for Local 684 members in the Mailroom, Drivers and Clerical departments. Monies gained were substantial although they do not approach wages paid by larger publications. We did establish a commission formula in both the Driver and Classified divisions, which could set a favorable pattern in the industry. The negotiations for these agreements dragged on from April to November 13, to date with the final days reaching a strike situation. The company gave its final offer on October 31, and immediately set up for operating under strike conditions. The union refused to be set up for a strike over the remaining issues which consisted of very little money and mostly language and principle that would have provided, what the Union felt, a more equitable agreement.

THE MOVING STORAGE agreement has been settled with the firms under agreement with improvements in Health & Welfare and Wages. The new base rate is 4.05 per hour.

NOVEMBER saw the ribbon cutting ceremony for the Crescent Arms. Inc. apartment complex in Crescent City. This 668,000 dollar FHA project was sponsored by Local 684 and provides 60 one and two bedroom apartments for middle income families of Del Norte County. The Executive Board of Local 684 made the trip to Crescent City for the ceremony which was held under (unusual) cloudy and damp skies. Nearly 300 hundred members and townspeople visited the Open House to congratulate the Teamsters Union in what was described as a beautiful, modern addition to the New Crescent City which has earned the title of "The City That Came Back" after its de-

vastation by the 1964 tidal wave which completely took out the three block area facing the harbor. Officials of Crescent City and Del Norte County were in attendance with Mayor Yakamovick and Miss Debbie Rice, Del Norte County, doing the honors with the scissors. Members of the County Board of Supervisors as well as the Chamber of Commerce all paid tribute to the complex as well as the sponsoring Local 684. All in all it was a beautiful day and a tribute to the members of 684, present as well as those on our Honor Roll who have departed to a better land.

THE BEER AND WINE (Driver & Plantmen) Agreement is now open with a December 31 expiration date. This year's negotiations will be conducted with the Sequoia Employers Association of Modesto for the first time. No meeting dates have been scheduled to date although every effort will be made to consummate the Agreement by its expiration date of Dec. 31.

WORK CONDITIONS are beginning to slow down almost to a standstill with the closing down of Gypo Logging operations (Nearly completely by Dec. 1). Most mills will close down for the customary Xmas holiday and vacation, cleanup and repair period of two weeks. Quite a number of the Owner-Operator dump truckers from this area have gone into the Los Angeles area to work on the several large projects along the Huntington Beach area.

OUR RECAP for the Year 1969 can be reported with two words. Good progress. All of the agreements consummated during the past eleven months show substantial gains in wages and fringe benefits with most 684 members being covered by total Health & Welfare, Life, Hospitalization, Surgical, Drugs, Retiree, Vision, etc. Pension coverage has been greatly improved with those who are retiring getting comfortable benefits.

Our issues before the NLRB and Arbitration continue in the Mill with no issues being adjudicated to date.

In closing we wish to extend the Warmest of Christmas Wishes to all our friends, especially to the crew at Northern California Teamster, from the land of the traditional Christmas Tree, The Land of Tall Trees and the Mule Train.



SAN FRANCISCO . . . Retired cab drivers and mortuary drivers of San Francisco were the guests of Local 265 at Sabella's restaurant last month. Some of the older drivers of the more than 120 who attended were Joe and Charlie Righetti, Abe Rubenstein, Peter (Pep) Dito, Chet Maritt, Joseph Crisafi, Robert Jones, L. McKay and Walley Bronson. In the center of the group standing is Local 265 Secretary-Treasurer Jim Strachan with President Pete Derenale kneeling. Members of the Board and Hosts for the evening were President Pete Derenale, Secretary-Treasurer Jim Strachan, Business Agents Gabby Rinaldi and Gibson Moore, Trustees Ed Linehan, Lee Taylor, and Harry Ricci, Vice president Joseph Le Cours and Recording Secretary Louis Marioni.

Sec.-Treas. Reports

While the economic experts argue about how well the Nixon Administration Policies are fighting inflation, more Americans are out of work. The jobless rate has jumped up above 4%.

Wage rates of workers are attacked while skyrocketing profits of big companies are ignored as the cause of rising prices and high interest rates. Some experts predict that the unemployment will rise about 5% by the first of the year.

WHY UNIONS WORRY

Why should Local 853 and other unions worry about economic policies? Every big and little decision



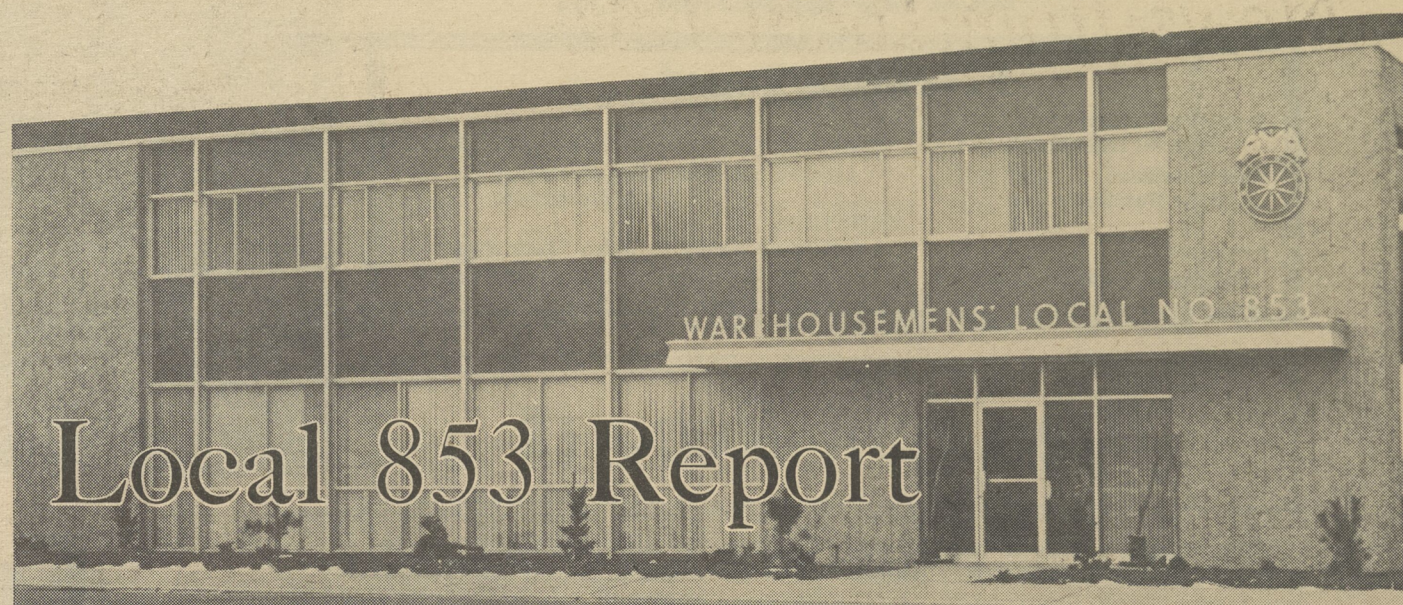
made in Sacramento and Washington that affect work and working conditions means families will be helped or hurt. If business slows down enough, there will be more and more layoffs. We don't claim to be experts on economics, but know that people out of work can't be a good consumer.

A LITTLE BIT of advice to those members who are late in paying their dues and where they receive delinquent letters. By action of the Executive Board, as of January 1, 1970, there will be no more delinquent letters mailed to those members who are three months in arrears. At the end of the 90 days, these members will stand suspended for non-payment of dues. When this happens, the cost to get back in good graces with the union is a new initiation fee, plus 3 months back dues and the current month's dues, which amounts to \$103.00. Also, there will be the inconvenience to you and your employer by the local union having to send a seven day letter to the employer requesting that you be removed from the job. So be careful. **LOOK AT YOUR LAST RECEIPT AND SEE HOW YOU STAND.** If you have any doubts, always call your union office 562-9975.

STARTING WITH JANUARY 5, 1970, the union office will close between 12:30 and 1:30 p.m. for lunch. However, the officers will still be out in the field. The reason for closing the office for the one hour is due to the fact that the girls have been staggering their lunch hours and it has caused inconveniences to the people in the office, as well as to our members.

NOTICE: Local 853's office will be closed on the **DAY AFTER CHRISTMAS**, December 26, 1969, and the **DAY AFTER NEW YEAR'S** January 2, 1970. Both of these days are on a Friday. However, the officers will still be out in the field on both of these days.

We have been advised as follows by the Pension Office. Whenever a member of Local 853 would like to have an estimate of his pension credit, please call Local 853 and we will send you a form. Complete the form and send it directly to the Pension Office. Then the pension office will answer you direct. The only time that Local 853 is to call



Local 853 Report

1055 Collins Drive
Secretary-Treasurer—Frank Farro
Vice President—Ray Blasquez, Jr.
Trustees—Tom Langford

Don Butcher
Business Agent—Manual Cordeniz

Oakland 94621
President—Ken Morlatt
Recording Secretary—Al Costa
Ernie Souza

Occidental Chemical Moves

By AL COSTA

Eleven members of Local 853 will be out of work December 15, 1969, because of plant relocation to Lathrop, California.

All eleven men will have the opportunity to move with the Company. The current contract with Occidental does not have a Severance Clause, but the employees that wish to remain in the area and not move will receive Severance Pay. This was negotiated by Sec.-Treas. F. M. Farro and Rec.-Sec., Al Costa. The total amount was \$7,000, plus prorated vacation and health and welfare coverage for four months.

The President's Report

November has been a busy month for me, grievances and hearings with the National Labor Relations Board.

TOM LANGFORD AND I organized a Company named Ski-Hut Trailwise last August. To this date



we have been unable to get a decent contract for these members. After negotiating many times, the Company has offered nothing but substandard wages and conditions.

I have set up informational picket lines at the

retail outlet of this Company.

THE MEMBERS we represent, work for Trailwise, which is the manufacturing division of some of the items sold at its retail store which is named Ski-Hut. I know that Christmas is around the corner and you may be thinking of buying gifts of this nature. They specialize in Ski and Mountain equipment: sleeping bags, packs, etc.

THEY ARE LOCATED at 1615 University Avenue in Berkeley. I am asking that our members, and public do not buy from this Unfair Employer until we can get this dispute resolved.

I will keep you informed if we make any progress with this Employer.

AT THIS TIME, all of the officers and our staff like to wish all our members and their families, a most **HAPPY HOLIDAY SEASON.**

Fraternally yours,

Ken Morlatt
President.

Grocery Health and Welfare

By RAY BLASQUEZ, JR.

During the last Grocery Negotiations, new benefits, as well as increased coverage on Health and Welfare were achieved for members of Local 853 under the Grocery Agreement.

Whenever there is a big change in Health and Welfare, there is always the problem of getting the correct payment for members under the new plan.

Constant correspondence by Al Costa and Ray Blasquez, Jr., with the Teamsters Security Fund in San Francisco, have finally brought the problems to a head, and hopefully, straightened out. All claims submitted will be received by the Security Fund and any adjustments to be made will be forwarded to the Local Union Office. Al and Ray will then see to it that the members receive their money.

We wish to thank the members for their patience in this matter. If you still have a problem, please contact either Al or Ray, and we will check it out for you.

the Pension Office is when a member is going to actually retire. In that case, we will do the paper work in this office.

NOTE: Whenever a holiday falls on a Thursday, in most instances, the union office will close on the Friday after the holiday. If the last business day occurs on that Friday, then, in that case, the last business day of the month, will be the WEDNESDAY before the holiday. If you are in doubt, please call the office.

NOTE: If you have moved, please notify the union office at once of your new address. If you are moving out of the area, leaving a job, or going into Military Service, please call the union so that you may be properly informed about a withdrawal card. One phone call may save you \$103.00.

Buying Power

Increases in the cost of living nullified all of the wage increases received by California factory workers between September 1968 and the same month this year, according to the State Department of Industrial Relations.

Arbitrations

The case of Skaggs-Stone vs. Local 853, regarding Mamalu Lagafu. Arbitrators decision still pending.

—Al Costa

The case of Nally's vs. Local 853, regarding the discharge of Ronald De La Cruz and George Schaaphok. Arbitrators decision was that both men be reinstated back to work, without pay and full seniority rights and benefits.

—Manual Cordeniz

Don Butcher

AN N.L.R.B. election was held on November 12, 1969 at the new General Electric House in San Leandro. It was successful and Local 853 now has bargaining rights for the employees at that location. We are now in the process of getting an agreement signed with the Company.

A WORD TO COMMISSION SELLING EMPLOYEES OF MONTGOMERY WARD:

AS A RESULT of our joint grievance nationally, on the issue of applying the "Cost of Living Increase" to Commission Selling Employees, the Company has agreed to a national arbitration of the matter. The final decision will apply to all union locations when it is reached and all locations will receive a copy of the decision.

Meetings of Local 853

MEMBERSHIP MEETS 2nd Thursday of every month. Executive Board 1st Tuesday of every month.

STEWARDS MEET quarterly (Subject to notification).

DIVISION and CONTRACT meetings subject to call.

THE OFFICERS AND STAFF OF LOCAL 853 WISH ALL THE MEMBERS OF LOCAL and their families, a Merry Christmas and a Happy New Year.

Executive Board

Secretary-Treasurer
Alex N. Leishman
Vice President
Stan Botelho

President
James (Jimmy) Muniz
Recording Secretary
Dick Durossette

Ron Rocha
Conductor, Mel Baptista

TRUSTEES
Art Soto

John "Jack" Sweeney
Warden, Jim Kanaby

President Reports

This month I would like to report on some of the business which has taken place.

Our By-Laws Committee met on November 8th and finished the changes to be made completely. The proposed by-laws have been sent to our attorney to check their legality; and when the attorney has gone over them, the By-Laws Committee will review them again with an attorney and an auditor. Then they will be submitted to the membership for ratification.

On November 12th, Roy Nunes and I were invited to attend the Container Seminar in Los Angeles.



Jim Muniz

We accepted the invitation and attended. The panel consisted of Einar Mohn from Western Conference, Harry Bridges, I.L.W.U. President, and Pacific Maritime Association's representative. There were many questions on forthcoming negotiations, and if there will be a strike. Einar Mohn stated that he did not have a crystal ball and could not foresee the future; that there was a committee from the I.L.W.U. and the Teamsters working on the jurisdiction problem now, and we have reached some of the jurisdiction problems at this time.

During my absence while attending the Seminar, our Vice-President, Stan Botelho, did a wonderful job handling the presidential duties. Thanks, Stan, for a job well done!

Regarding our Joint Council No. 7 Supplemental Agreement, all locals in Joint Council 7 attended a meeting on November 21st at the Western Conference of Teamsters in Burlingame. We met with our International General Vice President, Frank Fitzsimmons, who told us after many questions that the locals in Joint Council No. 7 could sit down with the California Trucking Association and negotiate language changes and conditions. Also, the Supplement would receive all wages, holidays, vacations, sick leave, Health and Welfare and Pension that will be negotiated into the Master Freight Agreement. He said the voting on the new contract will be counted on an overall count. Our Secretary-Treasurer has been to Washington, D.C. with proposals from our local union which were submitted by the rank and file, officials and officers.

There also has been a meeting in

Chicago for all local unions to review all of the proposal changes for the new contract.

At our last Stewards' meeting on Saturday, November 22nd, we had Mr. Stew Boxer, one of our attorneys, speak on Workman's Compensation benefits and what the worker is entitled to when he is injured on the job. He also answered many questions which were asked by the stewards in attendance. We wish to thank Mr. Boxer for his time and effort as our guest speaker. After the meeting, luncheon was served. We intend to have another Saturday Stewards' meeting at a later date, and hope more night stewards will be in attendance.

We also had a meeting at Western Conference of Teamsters with Local No. 853 regarding organizing the unorganized. I believe this meeting has produced a joint venture in organizing.

During the last month some of our members have lost some time off work due to other unions striking for wages and conditions. The strikes at National Biscuit and Zellerbach Paper are now settled. The strike at General Electric, however, is still in progress. I believe that, as union members, it is our duty to respect any and all union picket lines even though it may hurt us at times. We should not buy any General Electric products while this strike is in effect.

We would like all members to make every effort to attend our next meeting on Thursday, December 18th, and participate in the discussion and voting on the Western Conference of Teamsters' Strike Fund. They are proposing a 25¢ per month assessment in order to pay strike benefits.

In closing, we would like to wish each and every member and his family a "Merry Christmas" and a "Happy New Year."

Fraternally yours,

James R. Muniz, President.

Meeting Changes

Again this month, we have a change in the date of the Regular Membership Meeting. This is due to the fact that Christmas falls on the fourth Thursday of this month. As a result of this, the regular Membership Meeting this month will be held on the third Thursday, December 18. Please plan to attend.

The Stewards Meeting will be held as usual on the third Tuesday, December 16.

Local 70 News**Container Institute**

By Roy Nunes

Your President, James Muniz, and myself attended the Containerization Institute, Inc. This was a three-day seminar on containerization regarding labor-management's viewpoints on containerization. The guest speakers included ILWU President Harry Bridges, Western Conference of Teamsters Director Einar Mohn, Harold F. Hammond, President of the Transportation Association of America, and Benton H. Goodenough, spokesman for the Maritime Industry.

We will try to give you a brief outline of the comments made by all parties.

In Mr. Goodenough's speech, he related to the Container Freight State (CFS) document in management's viewpoint, the jurisdictional difficulties arising out of what may appear on the surface to be a drastic change in the assignment of work to longshoremen when compared to what has been going on during the past ten years. In 1960, the parties negotiated the contract known in some circles as a landmark contract, entitled "The Modernization and Mechanization (M & M) Agreement." For this contract, over the ten and one-half years of the 1960 and 1966 agreements, the employers paid \$63,500,000 to the ILWU for certain clauses and language in their agreement. As the operations on the docks became more efficient under the M & M Agreement, there was less handling of loose cargo and more unitized, packaged and boxed, and containerized cargo developed. Most of this work has been done away from the docks by other than longshoremen. With all of this work, through the past years being diminished from the work force of the ILWU, the ILWU then moved to get back their jurisdiction. By June 30, 1971, the employers have agreed to move their Container Freight Stations operations onto or adjacent to the docks and thus, your longshore jurisdiction.

In 1957, the ILWU held two caucuses. The first in April, to discuss the loss of work opportunities due to mechanization, then in its infancy in the Maritime Industry. Union officials were instructed to make an industry-wide survey and prepare a full report and presentation to the second caucus, held later that year. In the second gathering, Mr. Bridges posed to the delegates "Do we want to stick with our present policy of guerrilla resistance or do we want to attempt a more flexible policy in order to buy specific benefits in return?" After three days of debate, the decision of those meetings was the seed from which grew the first real industrial revolution in the West Coast Maritime Industry that was made by the 1960 M & M Agreement.

What has been mentioned above does show that the ILWU did negotiate away their work involving containers for the monies paid by the employer for the benefits for the membership and early retire-

ment.

Mr. Harold F. Hammond stated in his speech what's ahead for the 1970's . . . A large manufacturing firm has predicted a dynamic growth in container utilization, which estimates range from 25% to 40% a year—that is quite a growth picture. The port of New York authorities estimate that by 1975, the City piers of New York will be handling about 8.8 million long tons of containerized foreign commerce.

That represents, says the authority, about 80% of all the cargo that possibly can be containerized and 50% of the total cargo. You may be familiar with another study released last year by a large U. S. manufacturer which predicts substantial growth patterns in all modes of transportation by 1977. In the Maritime Industry, the total van container fleet for U. S. foreign and domestic Maritime Transportation is estimated to reach 315,000 units by 1977. The total number of piggy vans trailers and containers in the railroad fleet is predicted to reach 198,700 by 1977, and the total in 1977 air cargo container fleet is estimated at 44,360 units. This is why containerization has been called a revolution.

This portion is for every teamster to sit for a few seconds—minutes to realize that in the years to come, a good 80 to 90% of all import-export will be containerized. This is why we must make a stand in this jurisdictional problem that we have today to safeguard the work that we have historically performed.

Mr. Bridges stated in his speech that "there is no doubt that containerization is going to cause a re-division of labor. Certain traditional types of jobs are going to be eliminated, others will change in content, and certain new kinds of jobs will emerge. Given the rapid spread of containerization, it is immediately apparent that labor will face some serious challenges. Some workers are sure to be displaced from jobs they now hold. The jurisdictional boundaries between various jobs and unions will be clouded. Many workers will have to learn new skills to replace those no longer required. New companies will come into being, and others will cease to exist. Labor has generally been ignored and overlooked.

"The Department of Labor has looked the other way. But perhaps this is as it should be, for if I have learned anything in my years in the labor movement, it is that no agency, no institution, no organization outside of the labor unions can be really relied on to protect the interest of the working people. Based on certain short terms and facts and our opinions on the long-range outlook, we have moved to put a union program on containers in motion. Despite the healthy cost package we were able to negotiate and our current collective bargaining contract, we know that the labor cost per ton of cargo handled on our Coast has decreased by more than 11% since 1965.

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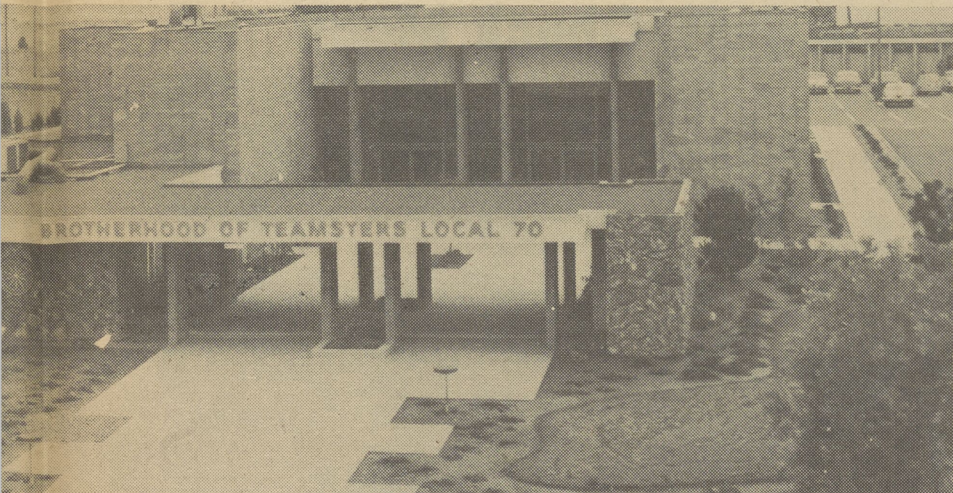
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OFFICIAL PUBLICATION

THIS NEWSPAPER, LOCAL 70 NEWS, IS THE ONLY OFFICIAL PUBLICATION OF LOCAL 70. IT IS THE LINK OF COMMUNICATION BETWEEN YOU AND YOUR UNION. ANY AND ALL INFORMATION COMING FROM YOUR UNION WILL APPEAR IN THIS PUBLICATION. IT IS EXTREMELY IMPORTANT THAT YOU READ THIS PAPER MONTHLY.



titute Report

"Any way you cut it, productivity increases of this magnitude means tens of millions of dollars in labor cost savings to our employers. And we intend to get some of those savings when we open in 1971. Under the Container Freight Station Supplement, we are guaranteed to have within our jurisdiction by June 30, 1971, the stuffing and unstuffing of all containers, except manufacturer loads under the control of the PMA member companies. That work, to be performed at Container Freight Stations, on or in areas immediately adjacent to the docks, shall be performed by registered longshoremen and clerks. To our way of thinking, a container is part of a ship. I suppose my good friend, union brother and fellow panelist, Einar Mohn might call it a de-mountable truck body. The container is simply a portable part of the hatch, a piece of the ship which can be moved around and worked away from the ship. From this point of view, it ought to be crystal clear to you why we are adamant in our position that the container work belongs to the ILWU. Under no condition, now or in the future, will any other group of workers do longshore work and our employers should not try to assign that work to anyone else. Because of the rapid changes taking place, which I referred to earlier, we know that we'll run into some problems with other unions and other groups of workers. We have never said that the problems would be easy to solve.

"We and the teamsters have established a joint subcommittee to discuss and attempt to resolve the problems we share. The subcommittee has met a number of times and is continuing to do so. We are confident and I hope Einar Mohn will agree, that the problems between the two unions now be amicably resolved, and that we'll be in good shape to carry the fight to our respective employers—the place where the beef belongs."

Also, in a statement made by Mr. Bridges, he feels that if Jimmie were here, this problem would not exist. When a problem did arise concerning these two great leaders, the decision that would have been final and binding by both the International Brotherhood of Teamsters and the International Longshoremen and Warehouse Union, would have been made by James R. Hoffa, as this was the arrangement and agreement made by Harry Bridges and Jimmie Hoffa. The foregoing statement by Mr. Bridges was not a part of his prepared speech, but was stated by him in the Question and Answer period which followed.

We also feel this definitely shows that the ILWU will try to settle these mutual problems through the containerization subcommittee.

Einar Mohn stated, "You cannot set up a containerized operation on a small piece of ground, and manage to build it, and put the equipment in that it needs, in too many places, on any one of our coasts.

Already, the City of New York, as you know, 22 piers that were used are no longer used. . . . Our fellows take a look at this. We don't think that you're going to have a large container operation in every one of our ports. We think there will probably be maybe three or four ports on a coast where this will really amount to anything in the way of a large operation. And when this happens, a lot of families are dislocated.

"A lot of men have to find other ways and means to make their living—to make their livelihood. And this practice varies. The difficulties are varied, that's what you're talking about and that's what I'm concerned about, it varies from port to port. Even today it's not uniform. And this is one of the problems. And let me say somewhat critically—we went to our trucking industry—the organized trucking industry here in California, representing California and the other Coast states, and we said, join with us—join with us in a survey team. Let us go port by port and jot down exactly what takes place. How is cargo handled in each one of these ports? Because we have no desire to have a war with the Longshoremen. I can assure Harry right now, if he has trouble, it's been from his next contract. When the picket line goes up, there won't be any trucks rolling on and off of those docks. He knows that. But you (employer) have a role to play, along with us. Don't leave us out, because the trucking industry is going to be a pretty important cog in this whole operation.

"YOU CAN FLY AIRPLANES AND LAND THEM AT CERTAIN AIRPORTS, BUT YOU CAN'T TAKE THE WINGS AND FOLD THEM BACK AND RUN THE SHIP AROUND AND MAKE DELIVERIES UP AND DOWN THE STREET—YOU CAN'T DO THAT. AND YOU CAN'T DO THAT TO A SHIP OR A TRAIN.

"And we think we're going to be a pretty important part of this new development that you call 'containerization.' We would just like to have you remember that when you get involved in these problems just don't set us off to one side and forget about us, because then we may have to do something rather dramatic to call it to your attention.

"In the interim however, teamsters and other international local unions find themselves having to bend and move with the direction of the traffic to fit the needs of shippers and the motor freight industry."

I believe, as the writer of this article, that Mr. Mohn's comments

Meetings

REGULAR MEMBERSHIP MEETINGS are held on the fourth Thursday of each month.

EXECUTIVE BOARD MEETINGS are held on the second and fourth Tuesday of each month.

STEWARDS MEETINGS are held on the third Tuesday of each month.

LOCAL 70 — 853 SECTION

Business Agents

Joe Arino
Chuck Mack
Billy Rodgers

Larry Dias
Roy Nunes
Dick Sarmento

Bobby Freitas
Ed Painter
Alex Ybarrolaza

Ted Kaufman
Lou Riga
Bob Windsor

Dispatchers

Wm. "Bill" Fagundes

James "Jim" Murphy

Al Fialho

Sec.-Treasurer Report

Secretary-Treasurer Al Leishmann representing the Local in meetings in Washington was un-

available for his regular report as the paper went to press.

were very positive and firm on behalf of the teamsters. In answer to a question that was addressed to both Mr. Bridges and Mr. Mohn, "Why do you think Hoffa's being out of jail would settle the differences with the Teamsters?" Mr. Mohn stated, "Whatever you might have heard or believed about Jimmie Hoffa, in the field of freight and the distribution of freight, the handling of freight across this country, I DON'T THINK ANY OTHER ONE INDIVIDUAL HAD THE UNDERSTANDING AND THE KNOWLEDGE OF THAT INDUSTRY THAT HE HAD. And he had it all in his head. It was just amazing that he could put his finger on the centers across the country that were the real nerve centers of distribution. He knew if you turned it off here, it followed up over here. He made a real study of it. And back some eight or nine years ago, Jimmie came out and sat in with us in our negotiations out here and we had come to an understanding with the longshoremen and I sat in on those conferences,

along with Harry Bridges, that the days of fighting were behind us and there was nothing to be gained by that. So we did two things; we established a working relationship on our warehouse negotiations and we're still going to continue exercising that where we work together jointly and we set up a coast-wide committee to resolve any jurisdictional disputes that would arise—and they do arise—and that committee has met on several occasions and up to now, we have been able to resolve any of the disputes, ranging from Vancouver, B.C., all the way down to San Diego . . . and what I would read into this is that if he were here, he was the one man from the very beginning who sat and worked out, sometimes under very difficult conditions with his own people, some of these problems and his knowledge and the people's understanding that he had the knowledge of some of these problems, I think could and would make a lot of difference if he was available at the present time."

Local 70 Scholarship

In the October issue of Local 70 News, it was reported that Local 70 was contemplating a Scholarship Plan for the members and children of its members. Now it can be stated that we are prepared to move ahead with this.

Your Executive Board has decided to model the Teamster Local 70, Scholarship Plan after the Plan offered by the Western Conference of Teamsters in Burlingame. This is an excellent type plan, offering a rather broad spectrum in scholarships.

It is requested that all active members, over 25 years of age and in good standing in Local 70, and who are high school graduates, who are interested in a scholarship, communicate with this office and indicate such interest. PLEASE DO NO TELEPHONE. Also sons or daughters of members who are in good standing may apply. The son or daughter must be a senior in high school and a dependent child of a teamster member who meets the above-mentioned good standing requirement.

The two exclusions for eligibility to this Scholarship Plan are the

children of full-time paid employees of any affiliated body of the International Brotherhood of Teamsters and students who have been or are presently enrolled in colleges. Those members or dependent children of members who meet the above stipulated qualifications, fill out the form below and mail to Teamsters Local 70, c/o Dick Durosette 70 Hegenberger Road, Oakland, California. Once again, we ask that you do not telephone.

Name of person seeking scholarship

Address

Phone

High school you attend

Name of College you wish to attend

Name of member

Ledger number

Address

Member's place of employment

Committees

OFFICE STAFF

Virginia Connelly, Lola Croley, Jane Davis, Helen Dennis, Lorraine Hansen, Office Manager, Bonnie Jurgenson, Doris Mandish, Gloria Mascote, Catherine Perata, Bernarda Tiefenthaler, Claudia Wilson.

BY-LAWS COMMITTEE

Fred Amaral, Frank Arroyo, William Botelho, George Hansen, William Simpson, Joe Souza, George Wells.

SICK COMMITTEE

Frank Arroyo, Ray Arroyo, Joe Carillo, Eugene Derieg, James Dodge, Ray Fanjul, Verne Fiedler, Lee Hafley, James Rush, Hank Rivera, Willie Thomas, Bennie Whitfield.

Business Agents Report

BUSINESS AGENT LARRY DIAS has successfully completed negotiations with Paxton Trucking on a rate of pay for the driver of a 9-axle piece of equipment and Tillerman. Larry has also been busy enforcing the meat contract. He reports that he has signed the Ninth Street Market to a contract.

BUSINESS AGENT LOU RIGA has been busy with the Simmons Mattress Company. Lou was successful in a grievance against Simmons in which he collected twenty day's pay for Irwin Krolski, five days' pay for Phil Fernandes, and one day's pay plus seniority for Al Rollins. Fernandes, who is a steward, reports that Lou has done an outstanding job and deserves commendation.

Lou has also been holding his own at the grievance panel; and on several occasions he has won cases against Garrett and Delta for members these companies have attempted to discharge.

BUSINESS AGENT ED PAINTER has been organizing. Ed had to establish a picket line at Elgaen-Booth in Oakland because of this company's anti-union attitude. He also reports that he was successful in obtaining a contract with Lehar Enterprises. Ed also, as the area lumpers can testify, is busy enforcing the work jurisdiction in the drayage contract.

BUSINESS AGENT TED KAUFMAN reports that things are beginning to straighten out in the furniture and household movers industries. Ted has been busy protecting the members under both contracts as their stewards can confirm. Most recently Ted saved the job of a brother member employed by Neptune Van & Storage. This man was fired for gross insubordination for refusing to perform work which rightfully belonged to another local union. Ted intervened with the company, and after lengthy arguments the company agreed to reinstate this man.

BILLY RODGERS reports that he has been busy making the terminals in Southern Alameda County adhere to the contract. From the squeals being heard from some of the employers in that area, we can believe it.

DICK SARMENTO has a legal victory to report. The National Labor Relations Board in Washington, D.C. found that Local #70 was not guilty of unfair labor practices in an election with Sonoco Products in 1966. This company has been to court and before the N.L.R.B. five times over a 3½ year period in an effort to remain non-union. They have lost every time, and Dick hopes that with this latest defeat the company will now sit down and bargain in good faith.

CHUCK MACK says that he was successful in a grievance against P.M.T. which cost the company over \$5,000. This grievance, which questioned a change in starting times, was initially filed by Lou Riga and followed up by Chuck when he took over P.M.T. Mack reports that without stewards Bob Bell and Gabe Ybarrolaza—and especially Agent Riga—this win would not have been possible.

Mack also reports that he has signed Bow-Line Trucking to a drayage contract. He also thanks the men at Robertson Drayage—particularly stewards Bob Hill, Al Rodrigues, Mickey Faulkner, Larry Williams and Charlie Hughes—for their unified support in the strike Local #70 recently concluded. Mack emphasized that this demonstration of unity was responsible for improved working conditions.

BOB WINDSOR reports success in several grievances he has filed against beverage companies. Some of the cases which were deadlocked are presently undergoing arbitration, and we hope that the results will be available for our next edition.

ALEX YBARROLAZA, just back from a three day vacation, informs the editor that he has held elections for stewards at Wills Freight Lines and R. B. Mathieson Postal Service.

At Wills Freight Lines, Mike Victorino is the chief steward and Jerry Davis is the alternate; while at R. B. Mathieson Postal Service, the steward is Jerry Grant.

MERCHANTS!!

Following up on the October issue which reported a tentative move by Merchants Express from Oakland to San Francisco, it was learned that the Joint Western Area Committee, at its November meeting, ruled that the members of Local 70 so desiring and following the work to San Francisco (Local 85), shall have their seniority dovetailed.

Approximately fifty-five (55) jobs will go up for bid. These are jobs that Local 70 people may bid for. It has been stated that in the neighborhood of twenty (20) jobs will remain in Oakland and within the jurisdiction of Local 70. Those employees of Merchants Express not having enough seniority to hold a

position in Oakland or carry a bid into San Francisco, will go on lay-off and "have their seniority protected at their respective terminal under the applicable provision of the labor agreement."

A lot of credit goes to Business Agent, Bobby Freitas, for the work he did on this. This decision was precedent setting, for never before in our Joint Council was seniority dovetailed. The dovetailing of seniority is the most just method of all in providing protection for all concerned in the closing or partial closing of a terminal. This decision will now be the guideline for any future, similar actions by the employer.

Pension-Break in Service

At a recent membership meeting, it was brought to the attention of all in attendance that some settlement could be reached for the teamster with a "two (2) year break in service," that heretofore had not been available. Upon investigation of this matter it was learned that a teamster who meets the following requirements:

1. 7,500 hours of employment so

as to be construed as credit,
2. Fifteen (15) years continuous service in the Local Union or Unions covered under the respective Pension Plan, and
3. Not more than a three (3) year break in service,
may ask for and receive a thirty (30%) cash settlement of all Pension premiums paid on his behalf.

Business Agent Chuck Mack

Chuck Mack

Age 27

Born and raised in Oakland

Graduated from Castlemont High School 1959 and San Francisco State College 1964.

Married his childhood sweetheart, Marlene.

He is the father of two daughters, Tammy and Kelly (and one on the way).

He is the son-in-law of long-time member and dispatcher, Bill Fagundas.

Chuck was elected to office in 1966. He is believed to be the youngest official ever. Chuck enjoyed three years of exemplary service as a Business Agent in Southern Alameda County (1966-1969). He represented several large drayage companies and other various crafts. In the reassignment made in 1969, he has met all challenges and come out on top in most of them. Chuck is regarded by his fellow officials as one of the sharpest, most intelligent Business Agents, Local 70 has ever had. This in itself is a tribute. Officials and officers throughout the Western Conference and particularly in Joint Council 7, hold Chuck in very high regard. Their respect for him is intense and profound. It must be said this respect was earned—as it



Chuck Mack

must always be. Chuck's willingness to help all who ask was evidenced by his vote count at the last election. He was the most popular and drew the most votes of all Business Agents. With representatives of the caliber of Chuck Mack, Local 70 will continue to have the finest Business Representatives in the International Brotherhood of Teamsters. It is expected that a long and most welcome relationship will be had between Chuck Mack and members of Local 70 for years to come.

FAMILY NEEDS HELP!!!

Tragedy befell the family of Brother Les Davis when he was accidentally killed on Saturday of the Thanksgiving week-end while working under his car. The car slipped and rolled over on him, crushing him to death.

Brother Davis, who had been a member of Local No. 70 since 1960, was an employee of Willig Freight Lines for the past eight years. He leaves his widow, Norma—who is a victim of terminal cancer—and four children.

Brother Davis's family, which is being plagued by ill fortune, was left no insurance; and they are

facing additional problems inasmuch as they are being evicted from their home. The original landlord has sold it and the new owners are requesting that they move.

This unfortunate family is truly deserving of any help we can give them, and anyone wishing to contribute to their needs may do so by sending a check or money order to:

Mrs. Norma Davis
c/o Teamsters Local No. 70
70 Hegenberger Road
Oakland, California 94621

Let's all pitch in and show the Davis family that the members of Local No. 70 really care and want to help.

Zellerbach Strike

On Saturday, November 30, 1969, an Agreement was reached by the Printing Specialties and Paper Products Union, and Western Waxide, a Division of Crown-Zellerbach.

This was welcome news, in that this labor dispute kept approximately ten (10) Local 70 members from employment. Once again, following labor tradition, Local 70 Teamsters were one of the primary factors involved which enabled the Printing Specialties Union to settle expediently what might have, without these teamsters' cooperation, been a long drawn out affair.

A note of thanks should be forthcoming from the Printing Specialties Union to the teamsters of Local 70.

Pete Rollins Benefit

During the month of November, tickets were being sold as a means of obtaining money for "Pete" Rollins, who was seriously ill. Many of these tickets were purchased by teamsters.

It has been learned that Brother Rollins passed away on November 23, 1969. The officials of Local 70 wish to express their sympathy to the relatives and friends of "Pete."

A drawing for the prizes listed on the benefit tickets will be held Sunday, December 15, 1969, at the Hiring Hall, 70 Hegenberger Road, Oakland, California. All winners will be notified.

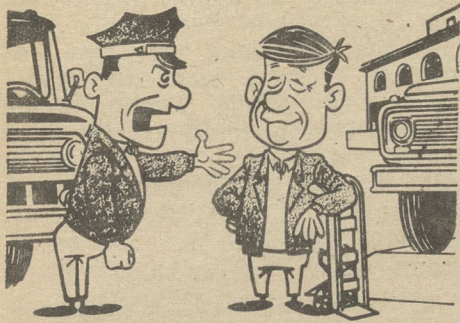
The son of "Pete," Don Rollins, Steward at Panda Terminals, has asked that his heartfelt thanks and appreciation be expressed to all that participated.

STEWARDS NOTE!!

All Stewards are instructed to fill out the form below and bring in or mail to Teamsters Local 70, c/o Stan Botelho, 70 Hegenberger Road, Oakland, California.

Name
Place of Employment
Home Number Business Number
Chief Steward
Alternate Steward
Days Swing Graveyard

East Bay



Teamsters

OAKLAND—Local 302 Business Agent George Hunt reported that the program initiated by the local by posting a reward for the holdup killing of Local 302 member George Pope last year has virtually stopped robberies of milk truck drivers in Oakland.

According to reports, Hunt said, the reward brought information that led to the arrest and conviction of the killers and eventually to the apprehension of a gang which specialized in the holdups of delivery drivers.

Local 302 was the first local to take action against holdups and other locals have taken the same action to protect their members.

* * *

OAKLAND — Deke DeCosta, coordinator for TEAM, reported on the recent organizing campaign in Fort Bragg for Local 980 and gave special credit to East Bay Teamsters who took part in the organizing effort. Local 853 Business Agent Manuel Cordinez, DeCosta said, did an outstanding job along with Local 856 President Ben Leal.

Although the final vote count showed Local 980 losing by five votes, there is still an overage of 17 votes to be explained, DeCosta reported. Whether or not the hard work of the Teamster officials will be rewarded remains to be seen.

It was a tough battle against a huge conglomerate with management using every dirty trick in the bag to defeat unionism of their employees of the plywood plant, Deke stated.

* * *

OAKLAND — At the East Bay Luncheon, Attorney Joe Smith, former mayor of Oakland, was introduced by Chairman Bill York. Smith talked about workmen's compensation because of continuous questions by the East Bay officials about the law.

* * *

CONTRA COSTA — Four automotive companies were organized last month by Local 315 according to Local 315 Business Representative Jerry Corniola. Organized were Duarte and Whitting, Chrysler Plymouth in Martinez, Atchison American Motors in Pleasant Hill, J & O Tire Service in Richmond and the El Cerrito Tire Service in Richmond as part of an organizing drive by the local in the Contra Costa County automobile industry, Corniola reported.

* * *

OAKLAND — Ray Blasquez Jr., vice president of Local 853 was introduced to the East Bay officials by Local 853 Secretary-Treasurer Frank Farro. He reported that Ray will become a full-time business agent of the local beginning in January.

Ray has been well trained for the job, Farro said, by his father who was vice president of Local 70.



OAKLAND . . . There were 28 guys and one gal at Local 588's dinner for the Local's retirees. Ann Cotrell, office girl and girl Friday for the Local was the special guest at the dinner hosted by Local 588's President Fred Paredes, Secretary-Treasurer Jack McSherry, the executive board and organizers LeRoy Salido and John Mullin. Also a dinner guest of the Local was Federal Conciliator Jerry Finlay.

Heavy Weather Ahead for Labor Pacts

WASHINGTON, (PAI) — "Possible stormy weather" lies ahead on the labor management front in the opinion of Secretary of Labor George P. Schultz who advised a group of businessmen here "to bring your compass as well as your weather vanes."

Schultz said that the American economy is "rearranging itself under the firm anti-inflationary policies of the Nixon Administration" and that "some conflict is possible when this kind of thing happens."

"Labor's mood, partly the result of increases in consumer prices, is already evident and understandable," Schultz warned.

"A few wage settlements—notably some in construction—have been excessive, but the median settlement has kept barely ahead of the consumer price level. We cannot blame either wages or profits for generating this spiral. Business should be aware, if it is not already, that under the Administration's policies, prices will meet stiffer resistance in the market place and profits will be squeezed. Those who make contracts with the notion that upward pressures in the economy will be spiraling at the same rate a year or two years from now will be taking a serious risk. As a matter of elementary caution, parties to a contract should not set terms they may not be able to live with.

Don't buy GE products

With the holiday season approaching, millions of dollars will be spent over the counters of stores for Christmas gifts. Ninety percent of all money spent will be that of organized workers. To buy merchandise that is manufactured or produced by non-union workers, is not conducive to the best interest of labor unions.

In recent weeks the newspapers have been filled with headlines and articles surrounding the General Electric strike. General Electric the fourth largest corporation in America, is attempting, with the help it seems of the Nixon Administration, to destroy the United

Electrical, Radio and Machine Workers Union of America. Their method of destruction is "Boulwarism." What this means is that the employer makes one offer, take it or leave it. This is not what is considered "bargaining in good faith."

The International Brotherhood of Teamsters as well as the infamous AFL-CIO, has called for a nationwide boycott by all its members, of General Electric products. The Administration of Local 70 is in complete agreement and sympathy and urges all who read this, to observe the "boycott." PLEASE DO NOT BUY GENERAL ELECTRIC PRODUCTS!

Newsboys Honor for Goldberger

SAN FRANCISCO — Teamster officials from San Francisco and Oakland, millionaire financiers, attorneys, judges, sport figures, news reporters and politicians—all former newsboys were at the annual Old Time Newsboys Dinner to pay tribute to International organizer Jack Goldberger, "The Newsboy of the Year."

At DiMaggio's restaurant International Vice President Joe Diviny presented Goldberger with a plaque and Benny Barish presented a plaque to Lou Lurie, San Francisco financier, designating him as the richest newsboy in the world.

Members of the committee which arranged the event were Al Vergez and Attorney Leo Fried, co-chairman; Eddie Muller, Myer Plotkin, Joe Herman, Benny Barrish and Enoch Yip.

The master of ceremonies was Sammy Stien, with Attorney Jake

Erlich as a speaker.

The Teamsters were well represented with members from six



Jack Goldberger

locals, Al Applebaum, Jerry Verecessi, Barney Apfel, a full delegation from Local 70 and 302, officials from Local 665. All are former Newsboys in the Bay Area.

The Fifth Wheel

By ED VILLAGRAN

IT HAS BECOME very obvious to many Temo's in the last couple of years that more "over the road freight" has taken to the air. What the general public does not seem to see that it takes a teamster and a \$6,000 truck to fully accomplish the promise that a six million dollar plane and a jet pilot can not accomplish. That is that final destination at the door of the customer. So with this thought in mind let's be sure the teamster gets their fair share of the work when the pie is ready for cutting.

THE VAST VOLUME of air freight is growing at a rate too hot to handle at the Airports. We're sure to see more modern Air Freight Terminals, but they will have to be located off the Airport, in the center of pick-up and delivery traffic. You can count on one thing — the Intermodel container will be used for the flow of freight to and from the Airport. We can

also count on shippers that bypass terminals whenever possible with containers of their own and this will be one scope of the Airport operation that bears continual observations. The bigger the aircraft the bigger the containers. Then the jumbo jets will be soon with us.

TEAMSTERS have three main things to keep aware of, and that is to make sure the work gets to the right people:

1. The airplane;
2. The truck;
3. The containers.

HERE IN THE Bay Area it will take a mass effort of all our locals to see that all this work stays with the people it belongs to. The first time we turn our heads you can believe our jurisdiction will be invaded.

ONE THING for sure, air freight volume will continue to grow, and the Temo will play an increasing role at either end of the haul. You can count on it!!

NORTHERN CALIFORNIA TEAMSTER

Winner of I.L.P.A. "Award of Merit" in 1955, 1956

AL ADDY, Editor

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EDITORIAL COMMITTEE

Joseph J. Diviny, Chairman; Joseph M. Dillon, Secretary; George E. Mock, Pete Andrade, Jack Goldberger, Fred Hoffmann, Al Brown, Gerald A. Shearin, W. J. Kiser.

MORR OR LESS ABOUT

Democrats Convention

By MORRIS LESS

Project 70 held in Fresno November 7, 8, and 9, headed up by Democratic Chairman for California Roger Boas proved to be a lively State Democratic Convention.

IT WAS a pleasure to receive a welcome from the Major of Fresno, Ted. C. Wills, a Teamster. The more than a thousand delegates responded in an enthusiastic manner.

A recitation of the three "R's" as in Reagan, Reinecke and Rafferty was a sure way to get clobbered at this particular time and place.

The wide range in ages was impressive from 18 years of age to those who were many times a teenager. This is another example of the growing awareness of youth becoming involved in government. Without exception all featured speakers during this conclave indicated they were in favor of dropping the voting age from 21 to 18.

ACTUALLY this convention was to promote unity in the Democratic Party in this state and to give possible candidates a chance to be seen and heard. November 1970 will be a crucial election time for either Party. On one hand to continue con-

trol and the other to regain supremacy. Success will be achieved only by the unity sought and a wise choice of candidates.

ALL EYES will be directed to the race for Governorship and the U.S. Senate. Even though one of the most important offices is that of Superintendent of Public Instruction it will be overshadowed by the contest for Governor and U.S. Senate. Presently holding the Office in California is a fellow who would be voted most likely to succeed circa 1860.

U.S. Senator Fred Harris of Oklahoma in his address which was completely Democratic quoted a long gone and well loved fellow Oklahoman, Will Rogers, who said, "Republicans can best be called a bad example." While we cannot completely agree with this quote there were no objections from the audience.

U.S. SENATOR Alan Cranston upheld his reputation as being one of the most able Senators in Washington, D.C. His remarks were pertinent and showed an awareness of the total situation of the present and future.

State Senator and Minority Leader George Moscone once again showed his ability and qualifications to be a leading Democrat in California. This was true, too, with Assemblyman George Zenovich, Minority Leader in the California

Assembly. All of these Democratic Political Leaders mentioned have not forgotten that those who are commonly called the "working man" have a dignity and a place in society that must be recognized. In this respect, race, color or creed do not enter the picture.

ONE FEATURE of this Convention stand out. This was a panel discussion type of thing. Participating were Mayor Joseph Alioto, Assemblyman Jesse Unruh, U.S. Representative Phil Burton, State Congressman George E. Brown and John V. Tunney. Their questions were a group of Democrats whose questions were centered around Educational Standards and present procedures. Viet Nam was the other pertinent subject. As to the educational side the questioners expressed much unhappiness as to what's happening in the schools of higher learning. The theme seemed to be the more restrictions the more defiance.

AS TO VIET NAM, here's a War that's costing lives of Americans and what is the exact purpose? Altogether the big question was suppose we clean up our own back yard before telling someone else how to manage theirs. The questions were crisp and meaningful. The name panel fielded the queries well.

One other feature of this convention was most important. This was

meetings of 18 separate groups representative of all California. These meetings had to do with problems confronting the hopes, wishes and desires of each of these groups. One principal complaint was that the elected political leadership were seen only during election campaigns. Then no more until the next election came up. The answer is that no one can be taking care of business in the City, State and National Political Bodies and be at home at one and the same time.

ONE SUGGESTION is that each elected official must maintain a local headquarters the year round. This is a cost item. Another method is the "mailing list" used and quite successfully by many in public office.

As a summation this Democratic Convention generated much steam. It was fascinating in many ways since the voice of the people heard. At least the Democratic Voice.

We have no knowledge of what a Republican Convention goes like since Labor Officials haven't been invited so far as we know.

One regret is that so few Labor Officials were in attendance.

Excessive Garnishment

SAN JUAN, Puerto Rico, (PAI)—A reminder that excessive wage attachments will be barred by law beginning July 1, 1970, has been sounded by Federal Wage-Hour Administrator Robert D. Moran at a convention of the National Ambulance and Medical Services Association here.



Teamster Locals, Meetings

NORTHERN CALIFORNIA TEAMSTER NEWSPAPER,
Al Addy, Editor, 25 Taylor St., Room 506, San Francisco 94102;
Phone 885-4969 (415)

LOCAL 9—Ed Barlow, Secretary
64 Pine St., San Francisco 94111; Ph. 982-3176.

LOCAL 12—George P. Pedrin, Secretary
1038 Valencia St., San Francisco 10; Phone AT 5-0685; Ofc. hrs., 7 to 4, Mon.-Fri.; Membership meets 3rd Wed. Chauffeurs Hall, 1269 Howard St.

LOCAL 70—Alex N. Leishman, Secretary.
70 Hegenberger Rd., Oakland 94621; Ph. 569-9317 (415). Ofc. hrs., 7 to 4, Mon.-Fri.; Membership meets 4th Thurs.

LOCAL 78—William York, Secretary.
8055 Collins Dr., Oakland, 94621; Ph. 638-4911 (415); Ofc. hrs., 9 to 5, Mon.-Fri. Membership meets 4th Monday.

LOCAL 85—Tim Richardson, Secretary.
Payment of dues, etc., 459 Fulton St. S.F. 94102; Ph. 861-2912. For hiring call SU 1-6636. Ofc. hrs., 8 to 4:30, Mon.-Fri.; San Mateo, 760 S. Bayshore Blvd., San Mateo 94402; Ph. 347-1052 (415). Ofc. hrs., 8 to 4:30, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 94—John H. McLaughlin, Secretary.
2622 E. Main St., Visalia; Ph. REDWOOD 2-4717; Ofc. hrs., 8 to 5 Mon.-Fri.; Membership meets 1st Sun. at 10 a.m.

LOCAL 96—Lee Agee, Secretary
20964 San Miguel Ave., Castro Valley 94546. Oak. Ofc., Elton Bovey, VP.-BR., 8055 Collins Drive, Oakland 94621. Ph. 635-3555 (415). Ofc. hrs. 9 to 5, Mon.-Fri. Membership meets 2nd Wed. Ex. Bd. meets 4th Wed.

LOCAL 109—Alan S. Batchelder, Secretary.
988 Market St., Rm. 405, San Francisco 3; Ph. PR 5-1834; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 150—Carl Olsen, Secretary.
2525 Stockton Blvd., Sacramento 17; Ph. Office 456-3512; Dispatcher 456-6409; Health & Welfare 456-4785; Ofc. hrs. 9 to 4 Mon.-Fri.; Membership meets 1st Wed. March, June, Sept. & Dec.

LOCAL 165—Vern Shorey, Secretary
2001 21st St., Sacramento 95818; Ph. 452-7631 (916); Ofc. hrs., 9 to 5, Mon.-Fri.; last Fri. of month 9 to 7 p.m.; Membership meets 3rd Wed.

LOCAL 209—Geo. R. Wilson, Secretary.
1361 Park St., Alameda; Phone LAkehurst 3-9050; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 216—Morris Less, Secretary
745 Airport Blvd., So. San Francisco 94080. Ph. Nos. 761-3577, 761-3578, 871-7525, 871-7526. Ofc. hrs., 7 to 5, Mon.-Fri.; Membership meets 2nd Wed.

LOCAL 226—Frank McGovern, Secretary.
337 Valencia St., Rm. 2, San Francisco 94103. Ph. 861-1127. Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 1st Wed. in March, June, Sept. and Dec.

LOCAL 228—Arthur N. Rose, Secretary
4924 Freeport Blvd., Sacramento 95822; Ph. 451-0594 (916). Ofc. hrs. 8 to 5, Mon.-Fri.; Membership meets 1st Wed.

LOCAL 241—Fred Larkins, Secretary.
478 Valencia St., San Francisco 3; Ph. MA 1-6638; Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 4th Tues.

LOCAL 256—Al Velez, Secretary.
2367 Market St., San Francisco 14; Ph. HE 1-3744; Ofc. hrs., 10 to 4 p.m., Mon.-Fri.; Membership meets 4th Thursday.

LOCAL 265—James Strachen, Secretary.
1269 Howard St., San Francisco 94103. Ph. 626-1356; Ofc. hrs., 9 to 5 Mon.-Fri.; Membership meets 2nd and 4th Thursday.

LOCAL 278—Mervyn Donovan, Secretary.
2601 Mission St., San Francisco 10; Rm. 607; Ph. 282-4047; Ofc. hrs., 7:15 to 5, Mon.-Fri.; Membership meets 2nd Thur.

LOCAL 280—Joseph Ciraulo, Secretary.
131 Terminal Ct., So. San Francisco; Ph. 588-7445; Ofc. hrs. Winter 8 to 2, Mon.-Fri.; Summer, 8 to 1, Mon.-Fri.; Membership 2nd Fri. 1 p.m.

LOCAL 287—Fred Hofmann, Secretary.
1452 N. 4th St., San Jose 11; Ph. CYPRESS 2-6816; Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 291—Tom Nunes, Secretary.
14144 Doolittle Dr., San Leandro 94577; Ph. 351-3213.

LOCAL 296—Hank de Diego, Secretary
255 Race St., San Jose 95126; Ph. CYPRESS 5-0514; Ofc. hrs. 8:30 to 5, Mon.-Fri.; Membership meets 4th Thurs., 8 p.m.

LOCAL 302—Al Brown, Secretary.
77 Jackson Square, Oakland; Ph. 832-7171; Ofc. hrs. 8:30 to 5, Mon.-Fri.; Membership meets 3rd Fri.

LOCAL 304—Leon V. Dunn, Secretary
616 Coleman Ave., San Jose 95110, Ph. 294-6722; Ofc. hrs. 8:30 to 4:30, Mon.-Fri. Membership meets 1st Wed., 10:30 a.m., San Jose; San Rafael, 1st Thurs. after 1st Wed., 10:30 a.m. Tracy, 2nd Tues. at 10:30 a.m.

LOCAL 315—Loren D. Thompson, Secretary.
2227 Alhambra Ave., Suite 1, Martinez 94553; Ph. 228-2246 (415); Richmond 15 Espee Ave., 94801. Ph. 237-3434. Ofc. hrs. 7 to 5, Mon.-Fri., Richmond open last Fri. of month to 7 p.m. Membership meets 2nd Wed.; Executive Bd. meets 2nd & 4th Wed.

LOCAL 350—Fernando Bussi, Secretary.
1139 Mission St., San Francisco 94103; Ph. 621-8513; Ofc. hrs. 9 to 5 Mon.-Fri.; Membership meets 2nd Thurs. in Mar., June, Sept. & Dec.

LOCAL 386—Wendel J. Kiser, Secretary
13th & M Sts., or P.O. Box 3291, Modesto 95353, Ph. 526-2755 (209).

LOCAL 432—Peter R. Kinst, Secretary.
2315 Valdez St., Oakland 12; Ph. HIGATE 4-2940; Ofc. hrs. 9 to 4:30, Mon.-Fri.; Membership meets 2nd and 4th Tues.

LOCAL 434—A. J. Hardy, Secretary.
1531 E. Fremont St., Stockton 5; Ph. 466-0061 (209).

LOCAL 468—Al Applebaum, Secretary
40 Hegenberger Place, Oakland 94621. Ph. 562-8713. Ofc. hrs., 8:30 to 5 p.m.; Mon.-Fri.

LOCAL 484—W. A. Gernns, Secretary.
4271 Mission St., S.F. 12; Ph. 333-2680; Ofc. hrs. 8:30 to 5 p.m., Mon.-Fri.; Membership meets 2nd & 4th Thurs. Quarterly meetings 2nd Sat. of Mar., June, Sept., & Dec.

LOCAL 490—Jerry C. Beatty, Secretary.
445 Nebraska St., Vallejo; Ph. Midway 3-6794; Ofc. hrs. 7:30 to 5, Mon.-Fri.; Membership meets 2nd Tues., Vallejo; 3rd Tues., Napa.

LOCAL 533—Hugo Wagner, Secretary
1550 Glendale Road, Sparks, Nevada; Ph. 358-1814 (702); Ofc. hrs. 8 a.m. to 12 noon, 1 p.m. to 5 p.m. Mon.-Thurs.; Fri. 8 a.m. to 12 noon, 1 p.m.-6:30 p.m.; Mem. meets 1st Mon.

LOCAL 576—R. D. Gunderson, Secretary.
275 N. 4th St., San Jose 12; Ph. CYPRESS 5-2230; Ofc. hrs., 9 to 5 Mon.-Fri.; Membership meets 3rd Wed.

LOCAL 588—J. F. McSherry, Secretary.
8055 Collins Dr., Oakland, 94621; Ph. 632-0422 (415); Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 601—John H. Dillon, Secretary.
745 E. Miner Ave., Stockton 3; Ph. HOWARD 6-4391; Ofc. hrs. 8 to 5, Mon.-Fri., 9 to 12, Sat.; Membership meets 3rd Tues.

LOCAL 616—Pauline Bien, Secretary.
2135 Fresno St., Rm. 237, Fresno 21; Ph. FRESNO 4-5936; Ofc. hrs. 8 to 5, Mon.-Fri.; Membership meets 3rd Fri., Knights of Columbus Hall, Floradora Ave., bet. 1st St. & Fresno St.

LOCAL 624—Glen Clark, Secretary.
864 Grant Ave., or P.O. Box 548, Novato. Ph. 897-5138 (415); Ofc. hrs., 7:30 a.m. to 5 p.m. Regular membership meets 3rd Tues. of month, 1 p.m. and 8 p.m.; Office Workers 4th Mon. of month, 7:30 p.m.

LOCAL 629—Diamond Renquist, Secretary.
600 - 16th St., Oakland 12; Ph. TEMPLEBAR 6-1141; Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 655—Joseph M. Dillon, Secretary.
1749 Broadway, Redwood City; Ph. EMERSON 8-2844; Ofc. hrs. 7:30 to 5, Mon.-Fri.; San Jose, 1452 N. 4th St., Ph. 294-2382. Membership meets on call.

LOCAL 665—Arnold Moss, Secretary
480 Valencia St., San Francisco, Ph. UN 1-5586, Ofc. hrs., 8:30 to 5:30, Mon.-Fri. Open until 8 p.m. last two Fridays of month. San Mateo, 150 S. Blvd., Ph. FI 1-6533; 9 to 5 Mon.-Thurs.; 9 to 6 Fri. Membership meets 4th Mon.

LOCAL 678—Merse De Vera, Secretary.
708 West 4th St., Antioch; Ph. 767-1166; Ofc. hrs. 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 679—Edward Felley, Secretary.
124 Race St., San Jose 95126, Ph. 295-1445; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 1st Thurs.

LOCAL 688—Orrin H. Baker, Secretary.
1107 George St., Napa; Ph. 226-5764; Membership meets 2nd Thurs. every month, 8 p.m., Labor Temple, 1606 Main St., Napa.

LOCAL 684—S. F. Burke, Secretary.
2806 Broadway St., Eureka; Ph. Hillside 3-1667; Ofc. hrs. 8 to 5, Mon.-Fri.; Membership meets 2nd Tues., Eureka; 4th Sun. at Crescent.

LOCAL 698—H. G. Wortham, Secretary.
P.O. Box 115, 1225 13th St., Modesto 95354; Ph. 526-0720 (209). Ofc. hrs., 9 to 5, Mon.-Fri. Membership meets 2nd Mon.

LOCAL 746—Gordon A. Taylor, Secretary.
2165 - 16th St., Kingsburg 93631; Ph. 897-2359 (209). Membership meets 1st Mon.

LOCAL 750—Frank Romero, Secretary.
266 - 17th St., Oakland 12; Ph. HIGATE 4-5740; Ofc. hrs., 8 to 4, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 768—Manuel Castro, Secretary.
492 C St., Hayward; Ph. LUERNE 2-6727; Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 1st Tues.

LOCAL 849—Roy L. Ross, Secretary.
3557 Oroville Dam Blvd., Oroville 95965.

LOCAL 853—Frank Farro, Secretary.
8055 Collins Dr., 94121, Ph. 562-9975. Ofc. hrs. 7:30 to 5, Mon.-Fri.; Membership meets 2nd Thurs.

LOCAL 856—Rudy Tham, Secretary.
459 Fulton St., San Francisco 94102; Ph. 863-7607. Ofc. hrs. 8:30 to 4:30, Mon.-Fri.; Membership meets last Tues.

LOCAL 857—George Cole, Secretary.
1930 G. St., Sacramento 14; Ph. GILBERT 3-6593; Ofc. hrs. 8 to 5, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 860—Mark J. O'Reilly, Secretary.
1139 Mission St., San Francisco 94103. Ph. 431-9737; Ofc. hrs. 9 to 5, Mon.-Fri. Membership meet 2nd Wed.

LOCAL 888—George R. Schneider, Secretary.
49 Fulton St., San Francisco 94102 Ph. MA 1-2395; Ofc. hrs. 7:30 to 3:30, Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 890—Raymond Burditt, Secretary
207 Sanborn Rd., Salinas 93901, Ph. 424-5743 (408); Ofc. hrs., 8 to 5 Mon.-Fri.; Membership meets 2nd Thurs.

LOCAL 893—Walter J. Gillies, Secretary
2601 Mission St., Ph. 285-5085, 285-5086; Ofc. hrs., 8 to 4, Mon.-Fri.; Membership meets 4th Thursday.

LOCAL 896—Henry C. Lubbe, Secretary.
337 Valencia St., Rm. 29, San Francisco 94103; Ph. 621-7844; Ofc. hrs. 8 to 4, Mon.-Fri.; Membership meets 2nd Thurs., Mar., June, Sept., Oakland, 3176 California St., Oakland, Ph. KELLIG 4-0946; Ofc. hrs. 9 to 3 Mon.-Fri.

LOCAL 912—Richard King, Secretary
163 West Lake Ave., or P.O. Box 1048, Watsonville; Ph. 724-0683 (408); Ofc. hrs., 8 to 5 Mon.-Fri.; Membership meets 3rd Wed., General Heavy Duty 3rd Wed.; Freezer Food and Cannery Processing 4th Tues.; Santa Cruz, 117 Elm St.

LOCAL 921—Al Verges, Secretary.
240 Golden Gate Ave., San Francisco 2; Ph. PROSPECT 6-8827 or 6-8828; Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 2nd Wed., 2 p.m., 4th Wed., 8:30 p.m.

LOCAL 923—Richard A. Sequeira, Secretary
610 - 16th St., Rm. 414; Ph. 893-6336; Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 3rd Wed., 7 p.m.

LOCAL 960—Barney Apfel, Secretary.
478 Valencia St., San Francisco 3; Ph. MA 1-4810; Ofc. hrs. 9 to 5, Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 980—Stanley Maxwell, Secretary
1771 Neotomas Ave., P.O. Box 1983, Santa Rosa 95403. Ph. 542-1292. Ph. 542-1292 (707). Membership meets 3rd Thurs.

Health and Welfare

By ROBERT SCHEIBACH

UNDER MANY of the Teamster Health and Welfare Plans there are waiting periods established applying to newly hired persons who become insured or who are new to the Teamster industry. Usually there is a waiting period of three months before the waiting period would apply to persons hired after the insurance becomes effective.



THIS waiting period would apply even though contributions are made by the employer under the terms of the Labor Contract. If you have any questions regarding a possible waiting period under the insurance program, please be sure to check with your Union Local.

Some group plans, particularly those in the Bay Area, have provision for a choice between the Insurance Company Program and the

Kaiser Program. The Teamster may select either one of the two programs once a year during the "Selection Period." This would be the only time that the Teamster is allowed to change his selection from one program to the other.

FOR MEN WHO enter the Teamster industry and are insured under a plan which provides a selection, the new Teamster may select the Kaiser Program but he must notify the administrative office of his selection by the completion of the necessary designation card within thirty days following his employment. If the Teamster does not complete a selection card, he is automatically enrolled under the Insurance Company Plan.

IT THE TEAMSTER has selected the Kaiser Foundation Program, he will not be able to change this selection until the annual Re-selection Period occurs. If he then wishes to change to the Kaiser Program, he must complete a card indicating such selection and mail to the ad-

ministrative office before the deadline.

Both the Insurance Company Plan and the Kaiser Program have advantages and disadvantages and a plan which may be suitable for one Teamster would not be suitable for another Teamster working for the same firm. Each Teamster should remember that if he selects the Kaiser Program there will be a delay before he receives his Kaiser identification card. When a Teamster has selected the Kaiser Program, any medical treatment needed by the Teamster or a member of his family must be obtained from the Kaiser facilities since the Teamster, by completing his Kaiser selection card, indicates that he does not want the Insurance Company Program. In the event there is a dispute between the Teamster and Kaiser Foundation, the Teamster would have to discuss the problem with the Kaiser personnel since the Teamsters Security Fund has no control over the treatment provided by Kaiser facilities.

Western Conference Pension Plan

By Mike Tomasello

APPLY FOR YOUR PENSION BENEFITS EARLY

IN ORDER to insure that your benefit will be paid to you soon after your retirement, it is advisable to apply approximately six (6) months prior to your last day worked. You may apply at your Local Union Office or the Pension Plan Office at 25 Taylor Street, San Francisco, California.

When your application is received by the Pension Office, your entire Teamsters working record will be checked and verified. This verification can sometimes take a considerable amount of time. For example, it is sometimes necessary to check Social Security records, your Teamster membership in other locals, previous employer records, and the number of hours upon which contributions have been made.

BY FILING early you not only avoid a possible delay in receiving your benefit, but you may avoid

the loss of one or more checks that you would otherwise receive. There is a time limit on all benefits available from the Plan. For a Disability, or a Vested Retirement over age 65, we can only go back 12 months retroactive from the date that your papers are received at 25 Taylor Street. With a normal retirement, we can only go back three (3) months retroactive from the date of receipt. For a Survivor Benefit, if applicable, the retroactive limit is 12 months from date of receipt. For a Death Benefit, the dependent must file within five (5) years of the insured's death to receive compensation. To receive Cash Termination Benefit, the member must apply within five (5) years from his break in service.

YOU MAY APPLY for your benefit in person or by mail. If you apply by mail, be sure to give the Pension Office the following information: Name, Social Security No., Local No., expected last day of work (including any paid vacation or sick leave), date of birth,

your present employer, and the type of benefit for which you are applying. Whether you apply in person or by mail, be sure to bring or send a proof of your age, such as a Birth or Baptismal Certificate, or a family Bible record. If you don't have one of these, then two (2) of the following are necessary—a School Confirmation, Marriage or Naturalization Record, or a Life Insurance Policy, if it is more than five (5) years old, or an affidavit of an older relative, or Bureau of Census Report. If none of these are available, and you are between the ages of 62 and 69, then a letter from Social Security stating the age that they have accepted will be all right. The Pension Office will request from you any other forms and documents necessary to process your retirement.

REMEMBER, if you apply early, you will avoid any delay in processing your Pension, and therefore, receive your benefits as soon as possible.

Your Dental Plan

DR. GEORGE A. THODAS

Dental Consultant — Teamsters Security Fund

As you recall, last month's column dealt with large claims and the letters which are sent to you alerting you of the doctor's fees, the amount that the insurance company will pay and the amount for which you are responsible. We have found that this method is one of the more effective means of making you aware of your dental costs. Subsequent claims submitted showed any of the following possibilities.

- The doctor submitted an alternate expensive treatment.
- The member had only the im-

mediately necessary treatment.

- Treatment was postponed to a later date.
- Treatment was sought with another, less expensive dentist.
- In some cases the doctor reduced his fees.

Our experience has shown, in reviewing a few hundred of these cases over the past year, that a good sum of money has been saved by the member. We will continue this procedure in the future whenever necessary and hope to expand

it wherever possible.

Please, when you fill out your claim form, do not sign Part IV until after the doctor's office has received the authorized claim and you have reviewed it.

I, and the entire staff of the Dental Department, wish to thank you all for your cooperation during the past year and hope to continue to serve you as efficiently as we can in the future; we also take this opportunity to wish you all a very Merry Christmas and a Happy and Prosperous New Year.

jectives."

Fanning said that he expected "an increasing number of such cases to come before the Board."

In trade union language, this means that strike breakers and scabs be recruited in either a strike or a lockout.

Health and Welfare

JOINT COUNCIL 7
OCTOBER, 1969

| Local Union | | Claims Paid | Drafts Issued |
|---------------|-----|----------------|---------------|
| San Francisco | 12 | \$ 16,865.66 | 274 |
| Oakland | 70 | 349,859.64 | 4242 |
| Oakland | 78 | 13,694.32 | 172 |
| San Francisco | 85 | 177,163.58 | 1061 |
| Oakland | 96 | 8,168.47 | 193 |
| San Francisco | 109 | 14,488.29 | 307 |
| Oakland | 209 | 16,804.59 | 213 |
| San Francisco | 216 | 31,947.37 | 342 |
| San Francisco | 226 | 34,103.69 | 461 |
| San Francisco | 256 | 15,567.88 | 165 |
| San Francisco | 241 | 552.35 | 5 |
| San Francisco | 265 | 36,677.62 | 264 |
| San Francisco | 278 | 54,050.30 | 624 |
| San Francisco | 280 | 14,904.43 | 205 |
| San Jose | 287 | 120,651.74 | 1599 |
| Oakland | 291 | 44,919.06 | 500 |
| San Jose | 296 | 66,093.95 | 903 |
| Oakland | 302 | 41.77 | 2 |
| San Jose | 304 | 7,871.82 | 71 |
| Martinez | 315 | 121,714.24 | 1701 |
| San Francisco | 350 | 4,632.71 | 76 |
| Oakland | 432 | 42,360.49 | 585 |
| San Francisco | 440 | 388.08 | 3 |
| Oakland | 468 | 60,513.30 | 898 |
| San Francisco | 484 | 60,251.72 | 700 |
| Vallejo | 490 | 28,843.79 | 425 |
| San Jose | 576 | 8,234.76 | 113 |
| Oakland | 588 | 44,716.39 | 645 |
| San Rafael | 624 | 29,913.99 | 646 |
| Redwood City | 655 | 30,172.17 | 594 |
| San Francisco | 665 | 47,557.98 | 562 |
| Oakland | 853 | 63,260.88 | 997 |
| San Francisco | 856 | 140,116.93 | 1924 |
| San Francisco | 860 | 43,316.63 | 693 |
| San Francisco | 888 | 31,371.65 | 484 |
| Salinas | 890 | 87,133.12 | 1016 |
| San Francisco | 893 | 26,084.91 | 358 |
| San Francisco | 896 | 65,833.67 | 652 |
| Watsonville | 912 | 54,315.00 | 623 |
| San Francisco | 921 | 30,770.48 | 361 |
| Santa Rosa | 980 | 47,621.94 | 754 |
| Totals | | \$2,093,551.36 | 26,413 |

JOINT COUNCIL 38
October 1969

| Local Union | | Claims Paid | Drafts Issued |
|-------------|-----|----------------|---------------|
| Bakersfield | 87 | 23,012.50 | 372 |
| Visalia | 94 | 39,391.73 | 476 |
| Marysville | 137 | 121,004.48 | 1455 |
| Sacramento | 150 | 154,581.00 | 2480 |
| Sacramento | 165 | 8,195.10 | 135 |
| Sacramento | 228 | 25.00 | 1 |
| Modesto | 386 | 89,068.69 | 1226 |
| Fresno | 431 | 73,793.05 | 1430 |
| Stockton | 439 | 123,196.66 | 1820 |
| Fresno | 517 | 28,807.27 | 390 |
| Reno | 533 | 25,104.28 | 394 |
| Stockton | 601 | 33,412.05 | 472 |
| Fresno | 616 | 15,237.57 | 169 |
| Oakland | 629 | 2,744.15 | 9 |
| Napa | 668 | 241.71 | 6 |
| Antioch | 678 | 6,106.88 | 64 |
| San Jose | 679 | 68,822.81 | 785 |
| Eureka | 684 | 17,720.21 | 366 |
| Modesto | 698 | 3,176.66 | 34 |
| Kingsburg | 746 | 1,359.28 | 30 |
| Modesto | 748 | 41,001.71 | 582 |
| Oakland | 750 | 35,221.11 | 369 |
| Hayward | 768 | 54,065.95 | 681 |
| Oroville | 849 | 16,557.70 | 193 |
| Sacramento | 857 | 27,413.09 | 376 |
| Totals | | \$1,009,260.64 | 14,315 |

Wage Spiral

WASHINGTON, (PAI)—Corporation managers are always fearful of inflationary pressures while they're negotiating with their employees, but they ignore the "wage-price spiral" when it comes to their own paychecks.

Nation's Business, the magazine of the Chamber of Commerce, reports that executive salaries will climb steadily over the next 15 years with many jobs carrying "a price tag almost twice today's," and some jobs coming close to "tripling in pay." The magazine predicts wage hikes for corporate executives will be between 8 and 15 percent in 1970—no wage guidelines there.

Warning, More Use of Lockout

KNOXVILLE, Tenn. (PAI)—John F. Fanning, a member of the National Labor Relations Board, predicted here that management will resort more and more to the lockout as an anti-union weapon.

Speaking before the 14th annual Southeastern Conference on Cur-

rent Trends in Collective Bargaining at the University of Tennessee, Fanning declared:

"It would seem safe to predict that the coming decade will find employers testing the practicality and efficacy of the lockout as a lever to gain their bargaining ob-

From Sacramento

California Teamster's Legislative Report

By VERN CANNON
Legislative Representative

MEMORANDUM
TO: ALL RETIRED TEAMSTERS
FROM: VERN CANNON
Legislative Representative

Your local union has recognized that every year thousands of California Teamsters take advantage of hard-won retirement benefits and leave the active labor force, taking with them years of wisdom and experience. Retiree groups which have been formed on the local level have proven to be very effective political forces to assist in campaigns of



Vern Cannon

Teamster-supported candidates and to write letters to legislators supporting the Teamster position on pending legislation. So effective have retiree groups proven to be, that I am now sending a copy of our Roster of Legislators to all retirees. Your copy is enclosed and I hope that it will assist you in directing your letters to those who want to hear of your support of the official Teamster position which will be reported to you as legislation develops. The Roster will be up-dated in January, at which time I will send you another copy. Please use this until the new one arrives. It shows the names, addresses and committee assignments and suggests how to best make your voice heard in Sacramento.

It is our hope that you will have the time to communicate with your legislators as your letters will provide the strongest possible arguments that come only from years of experience.

(EDITOR'S NOTE: The above was sent to Northern California retirees with the following instructions on how to send a letter or telegram in support of legislation that will affect Teamsters. It is pertinent information and all members should take note. The Legislative Council is daily confronted with the making of Laws that affect our livelihood and when they ask for assistance, it is for the individual teamster's benefit.)

(The Legislature of California will begin the first Monday in January and the Legislative Council Staff Director Vern Cannon and his assistants Jerry O'Hara, Tom Harris and Nick Medeiros will again be on the 24 hour alert to protect and increase benefits for Teamsters in the Legislature; so it should be a duty of every Teamster to be informed. Keep in touch and keep the letters going to your legislators and support the Council.)

Please hold for future use, this Roster of Legislators. It should be a valuable reference during the 1969 Session of the California Legislature.

Bills vital to the Teamsters will require your communication with your State Senator or Assemblyman and as issues of TEAMSTER-GRAMS ask your help, this roster and committee list will assist you in directing correspondence to the legislator representing your area.

WHAT TO DO

1. Use your union letterhead whenever possible.
2. Sign your name legibly or type it if necessary.
3. Be informed on the subject you are writing about.
4. Be courteous at all times, personal when appropriate.
5. Identify the subject of your letter by bill number or issue.
6. State the reasons for the position you are taking.
7. Show how you and your members will be affected.
8. Use your own words.
9. Request action.
10. Write a letter of thanks when your legislator's action pleases you.
11. Send a copy of your letter to The California Teamsters Legislative Council. Such information is valuable to the staff. Likewise, send a copy of the reply you receive, when possible.

CALIFORNIA'S WORKMEN'S COMPENSATION PROGRAM ATTACKED

At hearings of the Assembly Interim Committee on Finance and Insurance, the California Teamsters Legislative Council openly attacked the faltering position of California's Workmen's Compensation Program. The Committee met in Sacramento to consider two bills which had been assigned for study after failing positive action during the 1969 Session. The bills under consideration were, AB 1704 which proposed to seriously scale-down lower rated permanent disability awards and AB 1171 (Knox) a bill sponsored by the Teamsters, which proposed to increase the maximum permanent benefit award. Teamster representatives offered the following testimony before the committee:

30,000 WORKERS DEPRIVED PERMANENT BENEFITS

The Teamsters testified that they are vigorously opposed to AB 1704 which would eliminate permanent disability benefits for more than 30,000 workers who had been injured on the job. At the hearing, the Teamster representative pointed out to the Committee that the concept of replacement of "wage loss" as presented in AB 1704 was a perversion of the concept used in the Federal Program. It was nothing more than a trick to save \$20 million dollars for insurance companies and employers. The Teamsters, according to their representatives, said the bill must be opposed on these grounds: (1) It did nothing significant to promote rehabilitation of the injured worker. (2) It did nothing to increase the disgraceful inadequate benefits for permanent disability. (3) It totally ignored the concept of compensating the injured worker for any impairment of his ability to compete in the open labor market. In other words, the bill is purely a money-grabbing scheme for employers and insurance companies.

PERMANENT DISABILITY BENEFITS

The California Teamsters have, in the past several years, made sincere attempts to raise weekly Permanent Disability Payments available to injured workers under the Workmen's Compensation Insurance Program. Assembly Bill 1181 was introduced by Assemblyman Knox at the request



SENATOR GEORGE MOSCONE of San Francisco, Chairman of the Senate Democratic Caucus and Democratic Floor Leader, during the 1969 session of the Legislature, authored many good consumer bills in the area of retail installment contracts. Senator Moscone also authored Senate Bill 1393 which provided for free or reduced price meals for children from low-income families under the School Breakfast and Lunch Programs. The bill proposed a \$5 million dollar appropriation which was reduced by the Governor to \$500,000.

of the Teamsters. It was felt that the wealthiest, most populous State in the Union should not be surpassed by twenty-eight states which now pay higher Permanent Disability Benefits than does California. The current benefit payment in this State does not adequately provide for the permanently disabled worker who is constantly faced with the ever-increasing cost of living. At no time, by no criteria, has California led the nation in Workmen's Compensation, death benefits, rehabilitation benefits, or permanent disability benefits. As a matter of fact, California and Missouri are virtually on a par in regards to benefit payments and standards.

Currently, the maximum benefit payment for Permanent Disability in California is \$52.50 per week for 400 weeks. California ranks approximately twenty-ninth in the nation relative to Permanent Disability payments.

The Teamsters, by their support of AB 1181 are now asking that benefit payments be increased from \$52.50 per week to \$70 per week which is an increase of 25 percent. This is a modest request. In the last nine years wages have risen 25 percent and the cost of living has kept pace with wage increases. AB 1181 would keep in approximate balance a rise in benefits and wages.

IN MEMORIAM

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|--|---|
| DELLA CARLO, EDWARD, Local 12, San Francisco, Nov. 19. | DANE, HAROLD, Local 860, Nov. 85, San Francisco, Nov. 18. |
| POKET, JAMES, Local 226, San Francisco, Nov. 1. | HERRGUTH, FRANK, (Retired), Local 85, Nov. 22. |
| MELODIA, JOSEPH, Local 226, Nov. 2. | LANDRESSE, CHARLES, (Retired), Local 85, Nov. 1. |
| HERGER, JOHN, Local 226, Nov. 7. | McCARTHY, GEORGE, (Retired), Local 85, Nov. 28. |
| SOLLER, WARREN, Local 241, San Francisco, Oct. 30. | OJEDA, FRANK, Local 85, Nov. 6. |
| KELLERMAN, WALTER, Local 241, October. | SCHILLING, JAMES, Local 85, Nov. 4. |
| EISELE, VINCENT, S., (Retired), Local 278, Nov. 12. | WALLING, ARTHUR, Local 601, Stockton, Oct. 25. |
| THURMAN, ROBERT, Local 921, San Francisco, Nov. 21. | PASQUALE, DANIEL, Local 601, Oct. 27. |
| JONES, DALMER, L., Local 665, San Francisco, Nov. 17. | REIMCHE, ALBERT, Local 601, Oct. 5. |
| LARKIN, JOHN F., Local 665, Nov. 21. | GOMEZ, JESUS, Local 601, Oct. 23. |
| COSTELLO, ARTHUR, Local 853, Oakland, Nov. 6. | LA BELLE, SIDNEY, (Retired), Local 265, San Francisco, Nov. 21. |
| CAST, FRANK, Local 315, Martinez, Nov. 8. | GARCIA, RAYMOND, (Retired), Local 265, Nov. 24. |
| VIOLA, ANTHONY, Local 315, Nov. 9. | DIXON, THOMAS J., (Retired), Local 265, Nov. 19. |
| ARMSTRONG, MIKE, Local 468, Oakland, Nov. 5. | SANDERS, ULYSSES, Local 265, Nov. 20. |
| WOODS, JESSIE, (Retired), Local 588, Nov. | PIETZE, ELLIS, Local 265, Nov. 22. |
| CLIFFORD, NEAL, Local 588, Nov. 15. | EVANS, ROBERT L., Local 265, Nov. 5. |
| SEAUTO, CLARENCE, Local 896, San Francisco, Oct. 29. | RATELLE, ARTHUR DEWEY, Local 70, Oakland, Oct. 31. |
| RUNGE, CARL, Local 896, Oct. 29. | KERR, THOMAS W., Local 70. |
| DAISENBERGER, FRANK, Local 896, Nov. 1. | McLAUGHLIN, MARVIN, Local 70. |
| BUZZOTTO, ANTON, Local 896, Nov. 5. | ROLLINS, EDWARD (PETE), Local 70. |
| ANSEL, JOSEPHY, Local 896, Nov. 12. | WHITSFIELD, ROBERT, JR., Local 70. |
| LONG, FRED, Local 896, Nov. 30. | HEDLUND, RAYMOND L., Local 70. |
| TELLES, JOSEPH, Local 860, San Francisco, Nov. | LANDA, DAVID D., Local 70. |
| | SHUTTLEWORTH, CHESTER O. |
| | TOBIN, TIMOTHY M., Local 70. |
| | DAVIS, LESTER S., Local 70. |